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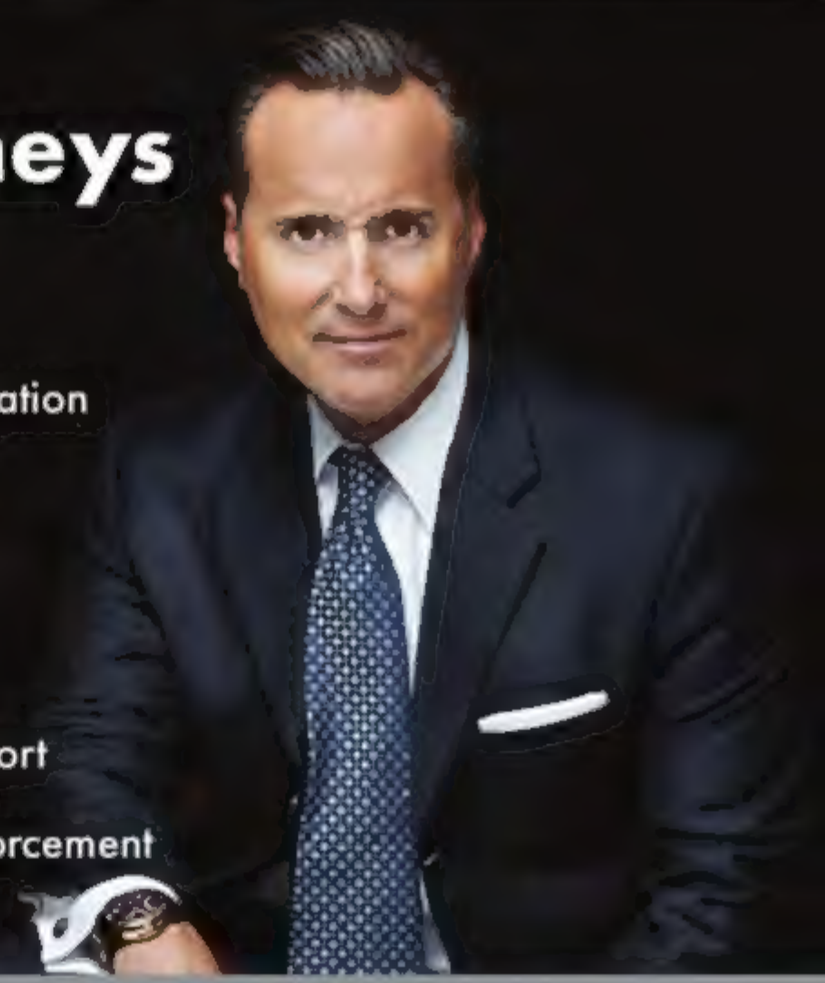

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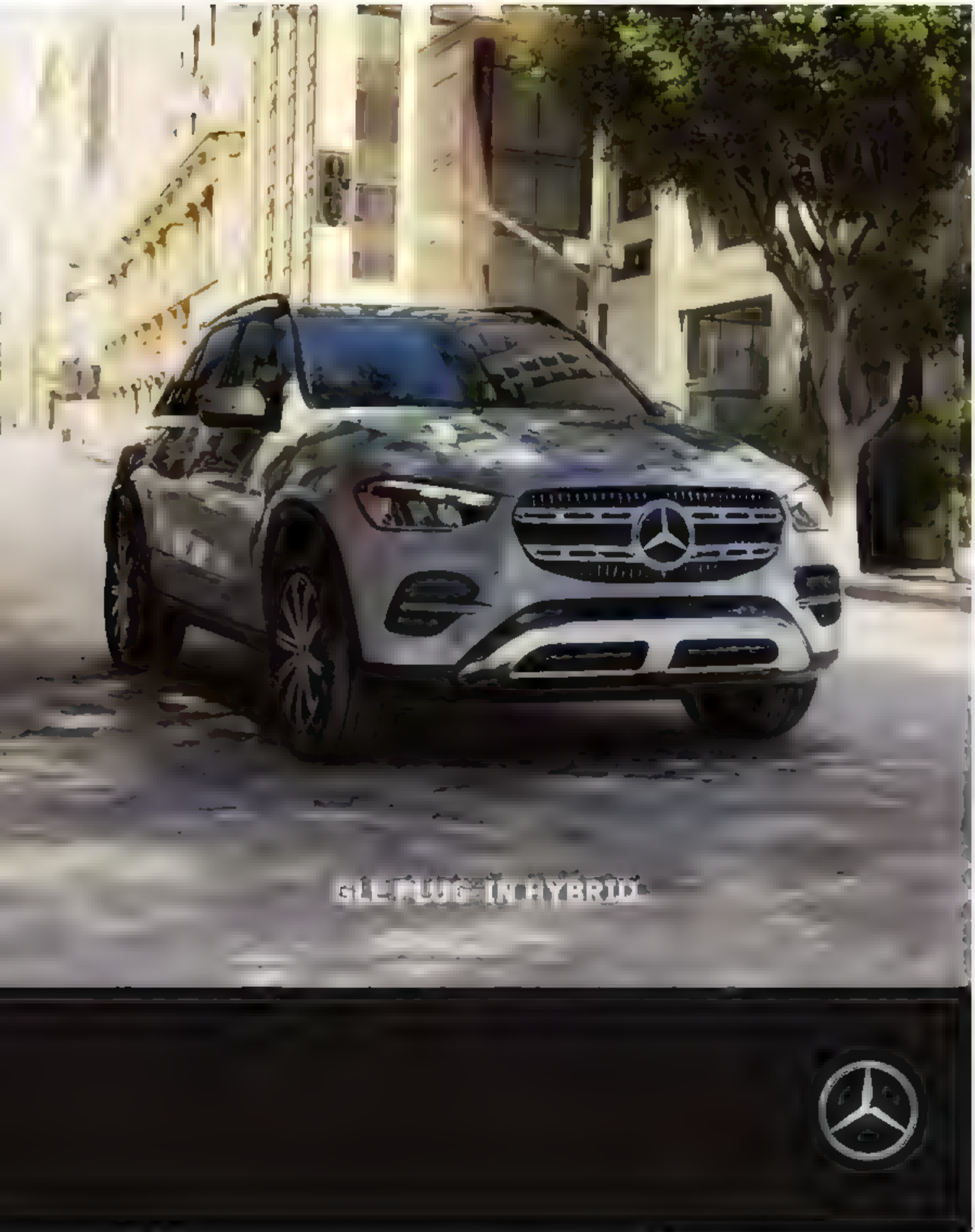

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2024-25 MIAMI HEAT

MICKY ARISON

MANAGING GENERAL PARTNER

In 29 years as Managing General Partner of the Miami HEAT, Micky Arison has guided the franchise to unprecedented heights, including bringing South Florida three NBA championships.

As chairman of the largest global cruise company and among the world's largest leisure travel companies, the 75-year-old Arison and his family have always been involved with the team. Although his father, Ted, brought the NBA franchise to South Florida in 1988, it has only been since Micky took control in 1995 that the HEAT has evolved into one of the NBA's top organizations.

Arison, who was elected Chairman of the NBA Board of Governors in October 2005 and served a three-year term, brought to the HEAT the same stature as Miami's President and that began a run of sustained excellence.

Together, Arison and Riley have built an organization that is considered one of the NBA's elite franchises. In addition to winning NBA championships in 2006, 2012 and 2013, with Arison and Riley at the helm, Miami has made the playoffs in 23 of the last 29 seasons, winning 16 division titles, seven Eastern Conference championships while advancing to the Eastern Conference Finals 10 times and the NBA Finals seven times. The 16 division titles the HEAT has captured over the last 29 years are the most in the NBA during that span.

Arison and Riley have been able to maintain a level of excellence in Miami by pulling off some of the largest acquisitions in the league. They initially built the foundation of success by acquiring franchise cornerstones Alonzo Mourning and Tim Hardaway. Next came Dwyane Wade and Shaquille O'Neal and a blockbuster 13-player trade, the largest in NBA history, in which they acquired James Posey, Jason Williams and All-Star Antoine Walker, all key cogs in Miami's first title run. The groundwork for Miami's 2012 and 2013 championships was built in the summer of 2010 when Arison and Riley played key roles in re-signing Wade to a multi-year contract and acquiring NBA All-Stars LeBron James and Chris Bosh via sign-and-trades. Most recently, the duo of Arison and Riley has drafted Bam Adebayo, Tyler Herro, Jaime Jaquez Jr. and Kel'el Ware in addition to acquiring multi-time All-Star Jimmy Butler to form the nucleus of the current HEAT squad.

Previously, Arison showed his commitment to the fans of South Florida when he worked successfully with Miami-Dade public officials to keep the HEAT in downtown Miami. The result of his diligence was an innovative public-private partnership that together built the county-owned state-of-the-art Kaseya Center that fans enjoy and the three-time NBA Champion HEAT calls home.

Arison has enjoyed an all-star business career as well, growing up in the cruise business and spending the better part of two decades learning it from the ground up before being named chairman and CEO of Carnival Corporation & plc in 1990. In 2013, the role of Carnival Corporation & plc chairman and CEO was split with Arison continuing to serve as chairman and longtime Carnival board member Arnold Donald named CEO. In 2022, Josh Weinstein was named Carnival Corporation & plc president, CEO and chief climate officer, with Arison remaining in place as chairman.

Arison followed his education with a two-year stint in the Carnival Cruise Lines sales department. He became reservations manager in 1974, and took over the post of vice president of passenger traffic in 1976, succeeding to the presidency in 1979. In 1990, he was appointed chairman of the company's board of directors.

In 1987, the company went public, generating $400 million for future expansion. As Carnival continued its growth through the traditional avenue of new ship construction, Arison also sought to expand the company's cruise operations by entering new market segments of the industry.

In 1989, Arison engineered the acquisition of the venerable Holland America Line, giving Carnival entry to the premium segment of the cruise industry. Arison led the company's acquisition of ultra-luxury leader Seabourn as well as Cunard, operator of the world's most famous ocean liners, and Costa Cruises, Europe's number one cruise company.

Arison also spearheaded Carnival Corporation's acquisition of P&O Princess Cruises, one of the most recognizable names in travel. In a deal valued at approximately $8.2 billion. The combined Carnival/Princess group, named Carnival Corporation & plc, is the largest cruise vacation group, with a diverse portfolio of cruise lines catering to vacationers from all over the world. Carnival Corporation & plc is truly a global vacation leader with its stock trading on both the New York and London exchanges.

Under his direction, Carnival Corporation & plc has grown into the largest cruise operator in the world.

Today, as chairman of Carnival Corporation & plc, he oversees diversified travel and tourism holdings, including cruise ships serving virtually every market segment -- from contemporary to ultra-luxury -- as well as ports and destinations in key travel geographies, and leading tour operators and hotel chains in Alaska and the Yukon Territory.

The Arison family and Carnival Corporation & plc are devoted to South Florida and over the years have supported a variety of arts-related and community service organizations. Organizations supported by the Arison family and Carnival include the New World Symphony, YoungArts, Miami Children's Museum, Jackson Memorial Foundation, Miami Project to Cure Paralysis, Project Medishare for Haiti, Direct Relief, Big Brothers/Big Sisters of Miami, United Way of Miami-Dade, Chapman Partnership, Lotus House, Overtown Youth Center, Feeding South Florida and many others.

Under Arison's leadership the HEAT have been champions in the fight for inclusion and social justice for all. In 2018, the HEAT captured the NBA's inaugural Inclusion Leadership Award for the franchise's ongoing commitment to diversity and inclusion. In November of 2020, Arison was named to the board of the NBA's Social Justice Coalition which focuses on action and change around voting access and criminal justice reform at the national, state and local levels.

Arison's contributions to the cruise industry have been recognized by a wide range of international organizations. He has been named an "Officer of the French Legion of Honor" – the country's highest civilian honor – by French President Jacques Chirac, received a honorary doctorate in naval architecture from the University of Genoa, and has been awarded the Decoration of Commander, First Class, of the Order of the Lion of Finland by the President of the Republic of Finland. He has also been awarded the insignia of "Onorificenza al Merito della Repubblica Italiana" by the President of Italy which confers that country's highest title on a civilian.

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NICK ARISON

CHIEF EXECUTIVE OFFICER

Nick Arison beg ns his 22nd year as a full time member of the HEAT organization and his 14th as Chief Executive Officer He has been associated with successful teams on every level of basketball and has been a part of championships with the Miami HEAT Duke University and USA Basketball Arison oversees the day-to-day operations of the franchise and is a limited partner in the team who has served as the alternate governor since the 2005 06 season He currently is a member of the NBA's Planning Committee after previously having served a term as a member of the NBA s Competition Comm ttee

The promotion to his current position on july 22, 2011 was a natural progression for Nick, who has grown up with the HEAT His grand father Ted Arison, was one of the team's original founders and his father, Micky Arison, bought the controlling share of the franchise and was named Managing General Partner on February 13 1995

Arison has served the HEAT in a variety of positions over the years and has learned the business from the ground up He initially started working for the HEAT organization as a team attendant for four seasons from 1995 99 He then served summer internships in the Arena Operations Community Affairs and Sales and Marketing departments before becoming a full time staff member on the business side of the organization in 2003 as an Account Manager Premium Partnerships In 2006, he was promoted to Director of Corporate and Premium Services where he oversaw the Account Management Team. Prior to the 2008 09 season, he was named Vice President Basketbal Operations where he worked directly with Pat Ri ey and Andy Elisburg on overseeing the basketball side of the organization and played an active role in the recruiting and procurement of talent During the summer of 2010 he was instrumental in the re signing of Dwyane Wade and Udonis Haslem as well as the acquisitions of LeBron james, Chris Bosh and Mike Miller In recent years he has also played a significant role in the acquisitions of Kyle Lowry, Jimmy Butler Shane Battier Ray Allen and Goran Dragić A rising star in the business, Anson was selected as one of SportsBusiness Journal's "Forty Under 40" in 2013, an award that honors the most promising young executives in sports business under the age of 40

Since he joined the organization on a full time basis in 2003 04, the HEAT has enjoyed a great deal of success, winning NBA championships in 2006 2012 and 2013. In add tion to the three NBA championships, the HEAT has captured seven conference champi onships and 12 division titles wh le making the playoffs in 18 of the 21 seasons and compiling a 962 725 (.570) regular season record and 143 101 (.586) postseason record

Under Arison's leadership the HEAT has excelled off the court as well and continues to make an impact throughout the South Florida community. That was acknowledged by the HEAT capturing the 2020-21 NBA Sales and Marketing Team of the Year Award which recognizes demonstrated excellence in business performance across both key revenue drivers and operational focus areas such as people and culture and community impact Add tionally, the HEAT was the inaugural winner of the NBA's 2018 Inclusion Leadership Award for the franch se s lengthy history and ongoing commitment to diversity and inclusion

Arison was also instrumental in Miami s foray into the growing world of esports. W th the creation of HEAT Check Gaming Miami was one of 17 NBA teams to field a team in the inaugural NBA 2K League which began play in May of 2018 In its first season of existence, HEAT Check Gaming capped a successful season by advancing all the way to the NBA 2K League Finals

In addition to his responsibilities with the HEAT Arison served as a member of the United States Men's Senior National Team support staff from 2004 08
He assisted with the day-to-day operations for USA Basketball s 2008 Olympic team that captured the gold medal in Bei,ing China as well as the 2007 gold medal winning FIBA Americas Championship team, the bronze medal winning 2006 World Championship team and the bronze medal winning team at the 2004 Olympics.

Arison began his basketball administrative career while attending Duke University He spent four seasons as team manager of the Blue Devils men s basketball team and was named the head team manager during his senior year Over that four-year span Arison became the only team manager in Atlantic Coast Conference (ACC) history to be a part of four straight ACC Championships and was a manager for Duke s 2001 NCAA National Championship team.

Arison who serves on the Boards of the HEAT Charitable Fund Project Medishare for Haiti, and The Buoniconti Fund to Cure Paralys s, graduated from Duke with a degree in public policy and a certificate in marketing and management. He and his wife Jenna, reside in Miami with their son and daughter

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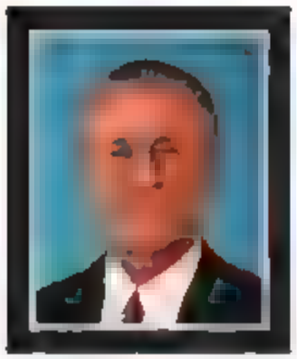

PAT RILEY

[redacted]

Beginning his 30th season in Miami HEAT President and Hall of Fame inductee Pat Riley has a resume that is unquestionably one of the most impressive in all of sports. Few in any profession have achieved the levels of success that Riley has accomplished while serving various roles in over half a century of dedication to the game he loves. The list of accomplishments for the nine-time NBA champion is equally long and impressive. Winning has been a constant for Riley who after the HEAT reached the NBA Finals in 2020, has reached the Finals as either a player, coach or administrator in an unprecedented six consecutive decades.

When Riley first arrived in Miami in September of 1995 he spoke about his vision of a championship parade down beautiful Biscayne Boulevard. That vision has been fulfilled three times, as under his guidance the HEAT have become just one of 11 NBA franchises to win multiple championships, claiming the league's top prize in 2006, 2012 and again in 2013. For Riley, winning a championship was nothing new. He arrived in Miami with a championship pedigree having previously won NBA titles as a player, assistant coach and head coach. It's that record of success that led to him earning the highest praise that can be bestowed upon an individual in the NBA. On September 5, 2008, in his first year of consideration, Riley was enshrined with the class of 2008 into the Naismith Memorial Basketball Hall of Fame.

Riley has established a standard of excellence within the franchise, a culture both on and off the court, that has continually allowed the team to reach unprecedented heights and has positioned it as one of the most respected and successful in the NBA. Never was that more evident than when Riley guided his group of "15 Strong" to the franchise's first NBA championship in Dallas on June 20, 2006. After the game, Riley commented that he had packed one suit, one shirt and one tie for the trip to Dallas. What he brought back to Miami was its first championship, fulfilling that vision he spoke about when arriving in Miami in 1995. In 2012 and 2013, he watched his hand-picked successor Erik Spoelstra guide teams that he put together as HEAT President once again reach the top of the mountain and enjoy back-to-back championships in an arena built largely as a result of his success. Since his arrival 29 years ago, the HEAT are just one of three teams out of 124 in the four major North American professional sports leagues that can boast of having made at least 23 postseason appearances and having captured at least three championships. It's that success and the sacrifices he made along the way that has earned the respect of his peers and led to him receiving the Chuck Daly Lifetime Achievement Award from the National Basketball Coaches Association during the 2012 NBA Finals.

For the past 29 seasons, Riley's influence can be found throughout the HEAT organization as he has transformed the team from its early years to one of the most successful and desired destinations throughout the league. His work off the court constantly re-shaping the roster has been crucial in the HEAT winning three championships on the court. Never was that more evident than the summer of 2010. After two seasons of positioning the HEAT to be a major player in the 2010 free agent pursuit, while still remaining competitive and earning a pair of postseason berths, Riley proved to be the architect of one of the most successful off-seasons in NBA history. His work the previous two seasons put Miami in position to be able to add several key pieces in the 2010 free agent market and he delivered a star-studded class.

In addition to accomplishing his stated mission of re-signing Dwyane Wade to a long-term contract, he also convinced perennial All-Stars Chris Bosh and LeBron James to combine forces and join the HEAT to help form the core of what would be a championship contender. The trio paid immediate dividends helping lead the HEAT to the NBA Finals in each of their four seasons together. The star power Riley assembled also produced great results off the court as well, as Miami led the NBA in road attendance and sold out every home game in each of their four seasons together. As a result of his efforts pulling off a major coup, Riley was named The Sporting News 2010-11 Executive of the Year and shared the NBA's Executive of the Year award.

For Riley, the summer of 2010 was just one more example of him working his magic in the front office. Since his arrival in Miami, he has engineered some of the biggest trades in the NBA, deals that have brought All-Stars Alonzo Mourning, Tim Hardaway, Eddie Jones, Shaquille O'Neal, Shawn Marion, Goran Dragic, Jimmy Butler and Kyle Lowry to the HEAT as well as add talented players Brian Grant and Jamal Mashburn. Additionally, prior to the 2005-06 season, he made headlines as he helped engineer the largest trade in NBA history, a five-team, 13-player blockbuster in which the HEAT obtained All-Star Antoine Walker from Boston along with Jason Williams and James Posey from Memphis, all key contributors in the HEAT's first NBA championship. He has also used the free agent market in the past to help build the HEAT into a championship team. Riley made a big splash in the summer of 2003 when he signed free agent Lamar Odom, who went on to enjoy his finest NBA season to date before becoming the centerpiece in the trade to acquire the then 11-time All-Star O'Neal. He has also used the free agent market to acquire solid veterans Mike Miller, Shane Battier, Hall of Famers Ray Allen and Gary Payton, Rashard Lewis and Chris Andersen to all be key parts of this championship franchise. Riley has also helped shape the HEAT through the years with the successful drafting of Dwyane Wade, Bam Adebayo, Tyler Herro, Jaime Jaquez Jr. and Caron Butler and also scored with the signing of undrafted free agents Duncan Robinson, who is Miami's all-time leader in three-point field goals made, and Udonis Haslem, who went on to become the all-time rebound leader in franchise history.

Riley s keen eye to spot talent has not been limited to just the players. His two head coaching hires have proven to be extremely successful as well as he promoted former assistant coaches Stan Van Gundy and Erik Spoelstra, giving each their first NBA head coaching job. Both have rewarded that faith by becoming among the best coaches in the NBA. Each has guided teams to the NBA Finals during their head coaching careers, won over 56 percent of their games and at the conclusion of the 2023 24 season, Spoelstra and Van Gundy rank 19th and 30th respectively on the NBA s all time wins list. After lead ng Miami to back to back NBA championships in 2012 and 2013, Spoelstra became one of just 14 coaches in NBA history to win multiple championships and one of only nine to win consecutive championships. His 109 wins and .592 winning percentage are both tops in HEAT postseason history.

With all the big moves Riley has made to shape the HEAT, the most im portant trade he was involved with might very well have been the one that delivered him to M ami. Looking to change the face of an organization in its infancy and become a solid contender year after year, HEAT Managing General Partner Micky Arison agreed to send a first round draft pick and $1 million dollars to the New York Knicks on September 1, 1995 for the rights to Pat Riley. One day ater, Riley was named the team's fourth head coach and team president. From that point, the face of the organization changed. Riley brought with him star power, a proven track record, professionalism and results. Since he arrived in 1995, the HEAT has compiled a 1,316 995 (.569) record, the best record in the Eastern Conference over that 29 year span and the second best in the NBA. Miami has made 23 postseason appearances under his leadership, has captured 16 division titles, the most in the NBA over that span, and earned seven trips to the NBA Finals, winning three NBA championships.

Riley's resume is filled with milestones during an NBA career that spans 56 years as a player, assistant coach, head coach, administrator and broad caster and has produced nine NBA championships. He compiled a 1,210-694 (.636) all-time record guiding the Los Angeles Lakers, New York Knicks and the Miami HEAT during a 24-year head coaching career that is one of the most impressive in all of sports. His 1,210 regular season victories place him fifth on the NBA s all-time list, his 1,904 games coached ranks ninth and his .636 winning percentage in the regular season places him sixth in league history among coaches who have coached at least 500 games. Riley averaged 50 wins per season in his coaching career. Additionally, his 171 postseason victories rank second in NBA history, his 282 postseason games coached rank third and his .606 postseason winning percentage is eighth best all- time in the league annals among coaches who have coached at least 50 postseason games. His five NBA championships as a head coach tie him with John Kundla and Gregg Popovich for the third highest total in NBA history. As a result of his many accomplishments, in 1996 97 as the NBA celebrated its 50th Anniversary, Riley was named one of the Top 10 Coaches of All-Time by a panel of media who regularly cover the league and in 2021 22 as the NBA celebrated its 75th Anniversary he was named one of the Top 15 Coaches of All-Time as was his successor Spoelstra. Simply put, Riley is a winner.

No matter the odds, "getting the job done" has never been a problem for a person who has seen winning from all angles. As a youthful role player for the 1971 72 Los Angeles Lakers, Riley earned the first of his nine NBA championship rings. He claimed another as an assistant under Lakers coach Paul Westhead in 1979 80. The New York native collected four more titles for the Lakers as the team s top man in 1982, 1985, 1987 and 1988. Eighteen years later, he guided the HEAT to their first NBA Championship, his fifth as a head coach, and then in 2012 and 2013 he claimed rings eight and nine as HEAT President. The 18 year span between championships as a head coach established an NBA record. As a head coach, his teams advanced to the NBA Finals nine times, the Conference Finals on 12 occasions and captured 18 di visional championships, nine conference championships and five NBA titles. He has been honored as the NBA Coach of the Year on three occasions, the only coach in NBA history to receive the award with three d fferent teams. Riley has also captured NBA Coach of the Month honors 11 times. His 21 total postseason appearances as a head coach trail only San Antonio s Gregg Popovich for tops in league history and his string of 19 consecutive post season appearances as a head coach from 1982 2001 rank second behind Popovich. Riley has also served as a head coach in nine NBA All Star games.

In his illustrious career, Riley guided his teams to at least 50 wins in a season 17 times and has amassed seven 60 win seasons, achieving the milestone with each of the three franchises he guided. His seven 60-win seasons are tied for the most by a coach in NBA history and his 17 50 win seasons are tied for the second most. When he began the 2000 01 season with an Opening Night victory over Orlando on November 1, he became just the second coach in NBA history to reach 1,000 wins. Riley currently ranks second in both regular season and postseason wins for both the HEAT and the Lakers.

During his first stint guid ng the HEAT, Riley led Miami to 354 victories and four consecutive Atlantic Division titles over an eight year period. Riley, who ranks second in games coached with Miami at 849, returned to the bench on Dec. 12, 2005 after a two-year hiatus where he concentrated on building the team from the front office. Upon his return he successfully navigated the HEAT to the pinnacle of the basketball world in 2006 and added more luster to a legacy and resume that did not need further validation. Riley compiled a 454 395 record (.535) during his 11 seasons on the HEAT sidelines and guided Miami to eight playoff appearances and 34 postseason victories. Prior to his arrival the franchise had compiled a 205 369 (.357) mark, with one winning season, two playoff appearances and two postseason wins in its first seven years.

On the eve of his first season in Miami, Riley changed the look of the HEAT by designing a six player trade that brought in Mourning, who became the HEAT's first All-Star. He sprang into action again on February 22, 1996, making three trades involving 10 players just hours before the trading deadline that cleared the way for future free agent signings and brought Hardaway to Miami. Hardaway became a two-time All-Star during his stint with Riley and in 1996 97 was named to the backcourt with Michael Jordan on the All- NBA First Team. Those moves created the foundation in which the HEAT has

been built upon and helped send the message that Riley would do whatever it took to produce a winner in Miami.

And the team has been winning ever since. In addition to delivering three NBA championships to Miami, Riley's HEAT tenure has included many highlights. In 1996-97 he garnered a third NBA Coach of the Year honor with his third team, an unprecedented feat in league history, after leading Miami to a 61-21 (.744) record and the HEAT's first trip to the Eastern Conference Finals. During the 1998-99 campaign he led Miami to the best record and the number one seed in the Eastern Conference for the first time. The 1999-00 season saw the HEAT capture its fourth consecutive Atlantic Division crown. That season also culminated a dream for the franchise as Riley ushered Miami into its beautiful new home, a state-of-the-art downtown bayside arena (now known as Kaseya Center). The following season, Riley turned in what many experts claim was one of the best coaching jobs of his amazing career. After re-working the roster in the summer of 2000 by acquiring three-time All-Star Eddie Jones and hard-working power forward Brian Grant to make a run at a possible championship, Riley had to guide the franchise through one of the biggest jolts in its history. On October 16, in the middle of the pre-season, Alonzo Mourning, the team's centerpiece, announced that due to a kidney disease he was expected to miss the entire season. Despite the devastating news, Riley guided the HEAT to a 50-32 record for a second place finish in the Atlantic Division and the third best record in the conference.

Before joining the HEAT, Riley spent four successful seasons as the head coach of the New York Knicks. Prior to Riley's arrival the Knicks had posted just four winning seasons in the previous 10 years (1981-91). During his four-year stint in New York, Riley guided the Knicks to four straight winning seasons, four consecutive playoff berths and compiled a 223-105 record. His .680 winning percentage is the best in Knicks history, easily outdistancing former assistant Jeff Van Gundy who ranks second (.590) and his 223 victories rank fourth on the club's all-time list. He recorded at least 50 wins in each of his four seasons in New York, the only time in Knicks history the team posted at least 50 wins in four consecutive years. The highlight of his career with the Knicks was leading them to the 1994 NBA Finals, New York's first trip to the Finals since the 1972-73 season. Riley's teams won three consecutive Atlantic Division titles in his first three years (1991-94) in New York, and his tireless dedication earned him his second NBA Coach of the Year honor in 1993.

Prior to leading the Knicks, Riley was head coach of the Lakers for nine years and guided the team to four NBA titles and three other NBA Finals appearances. After taking over for Paul Westhead 11 games into the 1981-82 season, he led the Lakers to the NBA Championship in his first season as a head coach in the league. Under Riley, the Lakers became the first NBA team to win 60 games in four consecutive seasons (1984-85 through 1987-88). He won the Pacific Division title in each of his nine years leading the Lakers and was honored as the 1990 NBA Coach of the Year. He compiled a 533-194 (.733) regular season record in his nine seasons in L.A. and won at least 50 games each year. Riley, who averaged 59 wins a season in L.A., brought "Showtime" to the Great Western Forum. Under Riley, the Lakers recorded a 305-59 (.838) regular season mark at home. His teams also compiled a 102-47 (.685) postseason record. His 102 postseason victories rank second on the Lakers' all-time list as do his 533 regular season wins.

After leaving the Lakers, Riley served as co-host of NBA Showtime on NBC in 1990-91 before joining the Knicks in the fall of 1991. It was a return to the television booth for Riley who was Chick Hearn's partner on Lakers' broadcasts after his playing days ended (1977-79). He returned to the bench early in the 1979-80 campaign when Lakers' Head Coach Paul Westhead asked him to become an assistant coach.

As a player, Riley had an extensive nine-year career. He was the 1967 first-round pick (seventh overall) of the San Diego Rockets for their inaugural 1967-68 season. After three seasons, he joined the Lakers in 1970-71 and played five years. He was a member of the 1971-72 Lakers team that won an NBA-record 33 consecutive games and the NBA Championship. Riley finished his playing career with the 1976 Western Conference Champion Phoenix Suns.

Born in Schenectady, NY, Riley attended Linton High School where he became a two-sport star in basketball and football. He was a member of the Linton basketball team that beat historic Power Memorial High and center Lew Alcindor, who, as Kareem Abdul-Jabbar, would later lead Riley's Lakers to greatness. As a tribute to his accomplishments, Linton renamed its gym in Riley's honor in 1997 and inducted him into its hall of fame in 2000.

After turning down an offer to play football for Bear Bryant at Alabama, Riley decided instead to play basketball for Adolph Rupp at Kentucky from 1963-67. He was a collegiate star, earning team MVP honors three times and averaging 22 points per game on the Wildcats' famed "Rupp's Runts" squad that lost in the 1966 NCAA Finals to Texas Western. A gifted athlete, he was an 11th-round draft choice of the NFL's Dallas Cowboys in 1967 although he never played college football. His brother, Lee, played defensive back for the Detroit Lions, Philadelphia Eagles and New York Giants of the NFL (1955-60) and for the New York Titans of the American Football League (1961-62). His father, Leon, was a major league catcher/outfielder with Philadelphia in 1944 and became a minor league manager in the Phillies' organization.

Along with his wife, Chris, Riley has been involved with numerous charity and community service projects throughout his career. They founded The Miami HEAT Family Outreach in 1997 which has raised more than $30 million for the South Florida community and whose primary beneficiaries include Jackson Memorial Foundation's Guardian Angels which supports the Holtz Center for seriously ill children and SafeSpace which is a domestic violence shelter for women and their children. They are also involved in the Pediatric AIDS Foundation's Kids for Kids organization which they started in 1992 in New York, and the YMCA in Los Angeles, New York, and Miami. For over 30 years the Riley's have been actively involved with Boys and Girls Clubs of America. As a result of his efforts, Riley has received many prestigious awards, including the Miami Project Sports Legend Award in 1992, Boys and Girls Clubs Miami Person of the Year Award in 1998, and was honored by the YMCA Miami in 1998. Riley was also instrumental in establishing the HEAT's Home Strong program in 2006 which supports and gives aid to military personnel.

Riley is not only one of professional basketball's winningest coaches, but his speeches before hundreds of corporations have earned him the title of "America's Greatest Motivational Speaker." He has been rated by SUCCESS magazine as "The best in his field." Riley has also completed an award-winning 30-minute motivational video entitled "Teamwork" in which he applies his winning philosophies to business and life in general. In addition to being one of the most sought after motivational speakers in the country, Riley has authored two books, Show Time and The Winner Within. Pat and his wife Chris have two children, James Patrick, and Elisabeth Marie.

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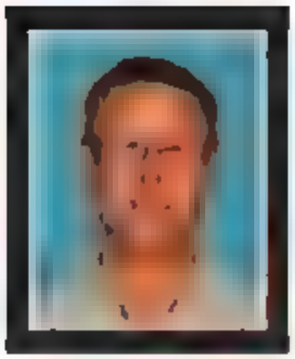

ERIC WOOLWORTH

PRESIDENT, BUSINESS OPERATIONS

The 2024-25 season marks Eric Woolworth's 30th season with The HEAT Group and 25th at the helm of the organization as President, Business Operations, during which he has made an indelible impression on both the Miami HEAT and Kaseya Center. His leadership has helped transform the organization and redefine its corporate identity into a customer service and sales-driven machine that is among the elite in the sports and entertainment industry. Under Woolworth's direction, the HEAT has been consistently recognized as an NBA leader in customer service, fan entertainment, marketing, sales, and Arena operations, and has become a recognized leader in the South Florida business community. Working side by side with Pat Riley, Woolworth's efforts have made the HEAT a first-class organization away from the court as much as it is on it.

Woolworth's primary responsibility consists of directing and overseeing all non-basketball aspects of the organization from Marketing and Social Responsibility to Sales and Service, Human Capital, Business Intelligence, Merchandising, Finance, Event and Arena Operations, and more. His efforts have created a professional, cutting-edge atmosphere for both the employees and the customers.

Under Woolworth's leadership, The HEAT Group has championed and implemented ELEVATE, an NBA initiative designed to improve the customer experience by striving for excellence at every level of the business. Since the program's inception in 2013, The HEAT Group has achieved the highest overall satisfaction rating among teams participating in the ELEVATE initiative.

Woolworth was the driving force behind the franchise's focus to mobile-centric technology and the award-winning Miami HEAT Mobile App. The App's primary features—Digital Ticketing and Fan Loyalty—create a seamless, paperless platform, which customizes and further enhances the fan's in-arena experience. In 2017-18, the HEAT was the first team in the NBA to offer mobile-only entry with approximately 85% of HEAT fans entering Kaseya Center using the technology. Additionally, the HEAT was the first team in the NBA to introduce contactless ticketing, allowing fans to tap their phones to get into the arena.

Under Woolworth's guidance, The HEAT Group's Business Operations Division continues to garner accolades in a variety of disciplines including winning the 2024 Alvah H. Chapman, Jr. Award of Excellence for making significant contributions to the development of Miami's central business district, and being named the NBA's 2021 Team of the Year for demonstrated excellence in business performance across both key revenue drivers and operational focus areas such as people and culture, and community impact. Additionally, the franchise continues to log repeated and league-high season ticket renewal rates, league-leading retail merchandise sales, and the unveiling of a second "Mindfulness Sanctuary" at Miami Jackson Senior High School, making it the 23rd educational safe space unveiled under the team's "Learn and Play Center" umbrella. The HEAT was also the inaugural winner of the NBA's 2018 Inclusion Leadership Award for the franchise's lengthy history and ongoing commitment to diversity and inclusion.

Moreover, the HEAT is a consistent leader in social media engagement and growth—ranking sixth in the NBA with a combined 33 million worldwide followers (Facebook, Twitter, Instagram, Tik Tok, Snapchat and Weibo).

Woolworth has been instrumental in recognizing and harnessing the power of business intelligence. He oversaw the launch of 601 Analytics, a full-service, in-house data collection and analysis platform that gathers data on every aspect of the business: ticket sales, food and beverage sales, retail sales, ticket utilization for games, concerts and events, mobile scan entries and much more—providing a real-time view into the franchise's business operations. 601 Analytics' client list includes 20% of the NBA, the NBA league office, the world's largest developer, and teams in the NFL, NHL, and MLB.

In addition, in September 2020, the HEAT established a ground-breaking partnership with the Miami-Dade Police Department and Dedication to Community (D2C) to administer specialized training to the entirety of Miami's police force with the goals of positively impacting interactions between law enforcement and the South Florida community—particularly the Black community. The NBA recognized this unique program by awarding the HEAT the 2021 Values of the Game Award for inspiring and connecting people in the Miami community through the power of basketball.

In April 2023, the HEAT inked a multi-year naming rights and sponsorship deal with Kaseya, the leading global provider of unified IT management and security software for managed services providers and IT professionals, renaming the home of the HEAT "Kaseya Center." The deal is a testament to the enduring and fruitful public/private partnership Woolworth has built with Miami-Dade County.

Woolworth's efforts have also firmly planted Kaseya Center on the map of elite venues hosting such world-class acts as Madonna, Marc Anthony, Beyonce, Lady Gaga, Billy Joel, U2, Paul McCartney, Justin Bieber, Miley Cyrus, Phish, Taylor Swift, Bruno Mars, One Direction, Justin Timberlake, Coldplay and many others that play before sold-out crowds. The Arena also secured the 2004 and 2005 MTV Video Music Awards, the first two times in the award show's history it was hosted outside of New York City or Los Angeles.

The Kaseya Center is also a celebrated leader in the facilities industry due to Woolworth's leadership. The Center has maintained its position as the #1 arena in Florida for the 9th consecutive year—and for the 12th time during the past 13 years—according to both Pollstar and Billboard's 2023 year-end rankings of the world's top arenas. Worldwide, the facility ranks 8th for ticket sales according to Billboard.

Woolworth steadily climbed the ranks of The HEAT Group after first joining the HEAT as General Counsel in 1995 and a successful legal career in Washington, D.C. His business acumen and key role in the development of the Kaseya Center led to his promotion to President, Business Operations in January of 2001. He had served as interim President from August of 2000 to January of 2001.

Woolworth is a cum laude graduate of both Georgetown University and Georgetown University Law Center. He lives with his wife, Jocelyn, their son Jackson, and their daughter, Cassidy, in Coral Gables.

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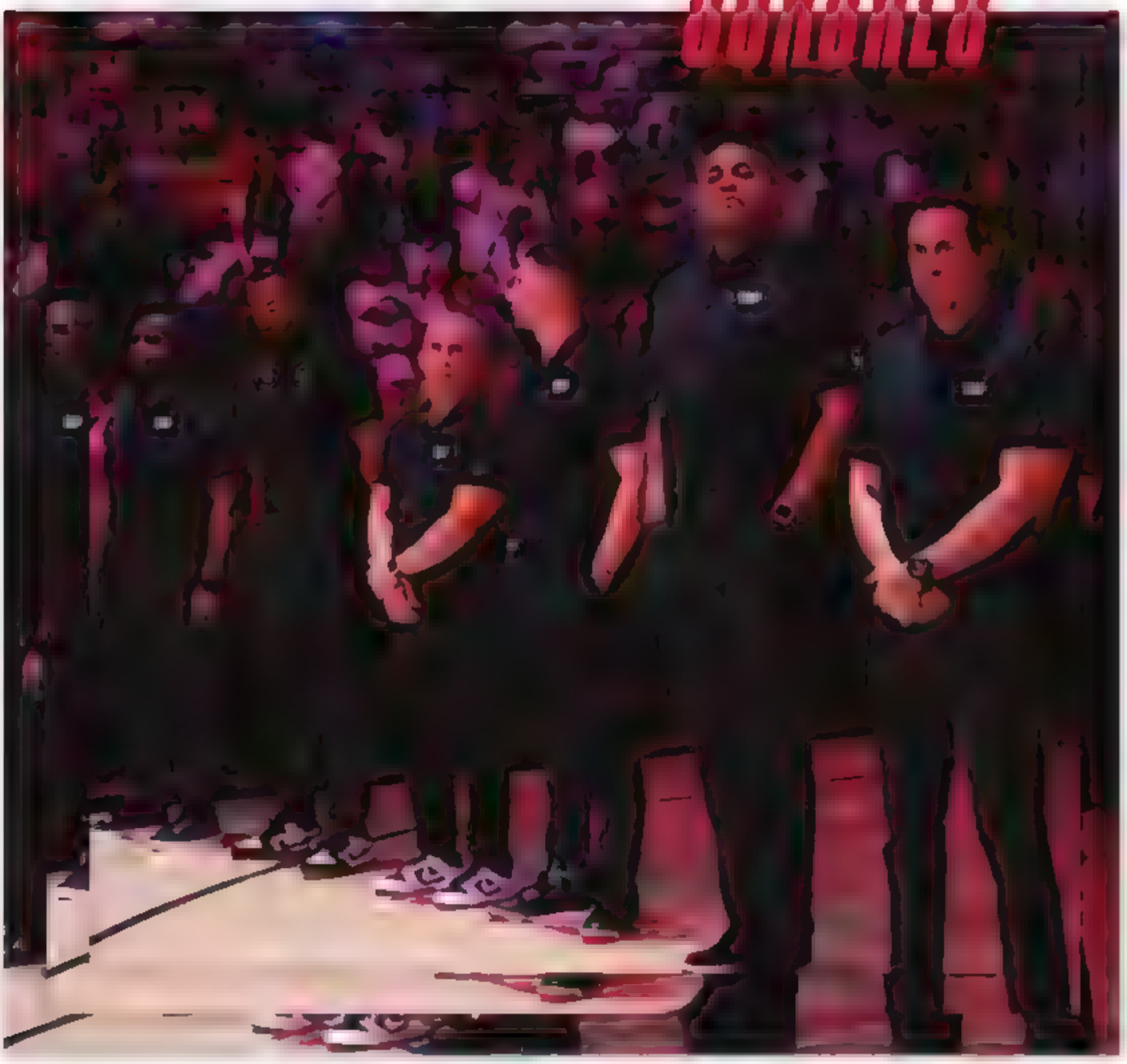

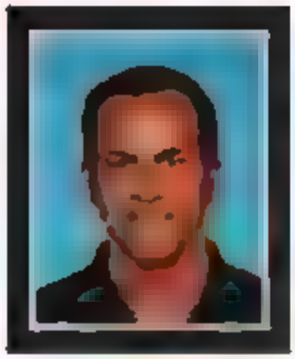

ERIK SPOELSTRA

HEAD COACH

Erik Spoelstra begins his 17th season as head coach of the HEAT and his 30th as a member of the organization. Since being elevated to his current position on April 28, 2008, Spoelstra has rewarded the faith that HEAT President Pat Riley showed in him by garnering a 750-527 regular season record, a 110-79 postseason mark, 13 postseason appearances, nine division titles, six conference championships and guiding the franchise to a pair of NBA championships. Since his ascension to head coach, Miami has the third-highest regular season and postseason winning percentages in the NBA (both second in the Eastern Conference). In February 2022, Spoelstra was chosen as one of the 15 Greatest Coaches in NBA history as part of the league's 75th Anniversary Season celebration. The list was selected by a panel of 43 current and former NBA head coaches in collaboration with the National Basketball Coaches Association and Executive Director & General Counsel David Fogel.

In 16 seasons at the helm, Spoelstra has already established his place in the HEAT record book as the winningest coach in franchise history. He holds the franchise postseason records for victories (110), winning percentage (.582), series won (23) and games coached (189). In regular season play he ranks first in victories (750), games coached (1,277) and winning percentage (.587). Spoelstra, who passed Riley on Miami's all-time victory list with win number 455 on Dec. 16, 2017, has also been honored as the NBA's Eastern Conference Coach of the Month a franchise-record 10 times.

Prior to joining Riley on the HEAT bench 16 years ago, Spoelstra has seen the organization's far-reaching plans for his team change dramatically from the time he was appointed head coach until now. When he inherited the head coaching reins in 2008, he was given the task of improving a young team that had been ravaged by injuries the previous season and had won just 15 games. Two years later, after the summer of 2010 in which Miami re-signed Dwyane Wade and acquired All-Stars LeBron James and Chris Bosh, he found himself coaching a highly-talented veteran group that was the most scrutinized team in the NBA. Throughout his tenure he has remained a steadying influence for his team and it's paid huge dividends in return. When the HEAT defeated Indiana in the 2014 Eastern Conference Finals they became just the third franchise in NBA history to make four consecutive NBA Finals appearances, joining the Celtics and Lakers. It also made them at the time just one of 10 franchises in the four major North American sports leagues to make four consecutive trips to the league championship. Individually, Spoelstra became just the fourth head coach in NBA history to lead his team to four consecutive Finals appearances joining Red Auerbach, K.C. Jones and Pat Riley, all of whom have been inducted into the Naismith Memorial Basketball Hall of Fame.

Spoelstra, who currently sits in 14th place on the NBA's all-time postseason winning percentage list (minimum 50 games coached) and fourth among active head coaches, joined a very elite fraternity when he led the HEAT to a seven-game series win over the San Antonio Spurs in the 2013 NBA Finals. Upon capturing the 2013 NBA Championship he became just the 13th head coach in NBA history to have won multiple championships and only the eighth to win a championship in consecutive seasons. In regular season play, he's currently 19th on the NBA's all-time victories list and 27th all-time in regular season win percentage (minimum 500 games coached).

Since he took over the HEAT in 2008, no coach has recorded more playoff victories than Spoelstra's 110 and his 23 postseason series won are tied with Golden State's Steve Kerr for the most by an individual the past 16 seasons. Under Spoelstra, the HEAT has advanced to the playoffs in 13 of his 16 seasons and have won 23 of 34 postseason series (.676 winning percentage), including a franchise-record 11 consecutive series from 2012-14. Spoelstra's teams have a 23-13 (.639) record when having an opponent on the brink of elimination, including a 13-3 (.813) mark at the Kaseya Center, and a 12-11 (.522) mark when they are on the brink of elimination. One of the keys to that success has been Miami's dominance at the home under Spoelstra. In his 16 seasons, Spoelstra's regular season record at the Kaseya Center is a sterling 421-213 (.664) and his postseason record at home is an even better 59-26 (.694). The HEAT has also proven to be able to win away from home, evidenced by five straight seasons from 2009-14 that Miami posted a winning road record, a first in franchise history. Additionally, Miami won at least one postseason road game in 23 consecutive series from 2011-20, the second best mark in NBA history.

The 2022-23 season saw Spoelstra lead the HEAT on a magical run to the NBA Finals for the sixth time in a 13-year span, tied with Golden State for the most Finals appearances in that period. Additionally, he guided Miami to a Southeastern Division championship, his ninth as a head coach. The HEAT entered the playoffs as the eighth seed in the East and went on to upset both top-seeded Milwaukee and second-seeded Boston, eliminating both teams in their own arenas. He also reached a personal milestone during the regular season as he captured his 700th career win on Mar. 22, 2023 against the Knicks.

The previous season Spoelstra led Miami to the best record in the Eastern Conference and another the Southeast Division championship. Miami came within one game of earning another trip to the NBA Finals, dropping a seven-game series to Boston in the Conference Finals. In December of that season he was named NBA Eastern Conference Coach of the Month for the ninth time and in February he served as head coach in the NBA All-Star Game for the second time in his career.

Adaptability has long been a strength of Spoelstra and never was it more important than the 2019-20 season when he navigated his team through the many challenges of becoming the pandemic-interrupted season on the court while also championing the HEAT's fight for social justice off the court. Spoelstra's attention to detail was crucial as he guided the HEAT on an improbable run to its sixth NBA Finals appearance. The HEAT captured the Southeast Division championship for the ninth time in franchise history and entered the playoffs as the number five seed in the East. Miami then proceeded to sweep fourth-seed Indiana in the opening round, eliminate top-seeded Milwaukee in the games in the Conference Semifinals and defeat Boston in six games in the Conference Finals before dropping the NBA Finals to the Lakers in six games.

In a career highlighted by multiple championships and Finals appearances, the 2016-17 campaign might have been Spoelstra's greatest coaching job. Despite leading the league in games missed due to injury, Spoelstra guided the HEAT to the greatest in-season turnaround in NBA history and as a result shared the National Basketball Coaches Association inaugural Michael H. Goldberg Coach of the Year Award with Mike D'Antoni. After compiling an 11-30 (.268) record at the halfway point of the season, the HEAT completely reversed course going 30-11 (.732) over the final 41 games to finish the season at .500. Previously, no team in NBA history that was at least 19 games under .500 at any point during the season, had ever managed to end the season at .500. Miami finished with the most wins (41) in league history of any team that had been at least 19 games under .500 at any point in a season. The HEAT's second half turnaround was highlighted by a 13-game winning streak from Jan. 17-Feb. 10, the franchise's third-longest winning streak and the longest in NBA history by any team that was at least 19 games under .500.

The 2013-14 season saw the HEAT capture their fourth straight Eastern Conference Championship, fourth straight Southeast Division title and their sixth straight postseason appearance, tying the franchise record for consecutive postseason berths. Spoelstra added to his individual accolades, capturing Coach of the Month honors for the month of February after guiding Miami to a 9-1 record. On Feb. 23, he notched his 300th career victory against Chicago in just his 448th game, reaching that milestone in fewer games than any coach in franchise history.

After guiding Miami to its second NBA crown in 2012, Spoelstra and his team knew they would get everyone's best shot on a daily basis during the 2012-13 season and what the HEAT accomplished under Spoelstra was one of the greatest seasons in NBA history. It was a season filled with highlights from participating in a preseason tour in China to ending with a championship celebration on the floor of the Kaseya Center on June 20, 2013.

Spoelstra guided the HEAT to a franchise record 66-win regular season which included a 27-game winning streak from Feb. 3-Mar. 25, the second longest single-season streak in NBA history in large part due to the winning streak. The HEAT finished the second half of the 2012-13 season with a 38-3 record and lost just one game each in the months of February, March and April. The 17-1 record in March set a franchise record for victories in any month. As a result of the streak, Spoelstra was named the NBA Eastern Conference Coach of the Month in both February and March becoming the first HEAT coach to receive the honors in consecutive months. The record-setting season also helped Spoelstra earn the honor of coaching the Eastern Conference at the 2013 NBA All-Star Game, a first in his career.

The 2012 championship culminated a compressed 2011-12 season in which Miami went 46-20 and captured its second consecutive Southeast Division title. The regular season was highlighted by a nine-game win streak (Feb. 10-Mar. 1) with each victory by

double-digits. During the streak the HEAT became the first team to win road games on three consecutive nights (Feb. 12-14) since December of 1979 and the first to win each of those contests by double-digits since the 1970-71 season.

Miami's success during the 2011-12 campaign was keyed by its defense as the HEAT finished ranked in the top five in field goal percentage defense for the third straight year. The HEAT also proved dominant at home, posting a 28-5 record, which included a 17-game home winning streak, the second longest in franchise history. The 28 home victories tied for the most in the league and the .848 home winning percentage is the third best single-season mark in franchise history.

Spoelstra led Miami to a 58-24 regular season record, a Southeast Division title and an Eastern Conference championship in 2010-11. The 58 wins mark the fourth best total in franchise history and Miami's 28 road wins tied for the most in the NBA in 2010-11 and rank third in HEAT history. Spoelstra earned NBA Eastern Conference Coach of the Month honors in December after guiding the HEAT to a 15-1 record, including a perfect 10-0 mark on the road. The 10 road victories in December set a franchise record for any month and the HEAT established an NBA record for most consecutive road wins in a calendar month. Defense was once again the stalwart of the HEAT's success as Miami led the NBA in point differential, finished second in defensive field goal percentage and sixth in scoring defense.

After an impressive rookie campaign, Spoelstra guided Miami to a 47-35 record in 2009-10. Under his leadership the HEAT closed the season by winning 18 of its final 22 games, including a 12-3 record in March which earned him NBA Eastern Conference Coach of the Month honors. The 2009-10 season was one of its best defensive seasons for Miami as the HEAT allowed the fewest field goals in the NBA and finished second in both points allowed and defensive field goal percentage.

During his rookie season, Spoelstra led Miami to its greatest single-season improvement. He inherited a 15-win team and directed it to a 28-win improvement, marking the greatest improvement by a rookie head coach in NBA history, bettering the previous record of a 20-win improvement by Chicago's Ed Badger during the 1976-77 season. It also marked the seventh best single-season improvement in NBA history by any coach. As a result of a 43-win season, the most by a head coach in his first year guiding the HEAT, Spoelstra led Miami to the 2009 NBA Playoffs. The 2009 postseason appearance made Miami just the second team in NBA history to win 15-or-fewer games one year and make the postseason the next, joining the 1968-69 San Diego Rockets.

Before taking over the reigns as the sixth head coach in HEAT history, Spoelstra had served Miami in a number of roles in his first 13 years. He was originally hired as video coordinator and over the years was promoted to assistant coach/video coordinator, assistant coach/advance scout and assistant coach/director of scouting before ascending to head coach. He made a name for himself around the league with his game preparation and superb attention to detail. In his seven seasons as the HEAT's assistant coach/director of scouting, he had the primary role of developing game plans for upcoming opponents. To that end, he coordinated the video staff and advance scouts while overseeing the development of scouting reports and videos.

Spoelstra, who helped design and integrate a proprietary statistical database and scouting software for the HEAT, has earned a strong reputation as a teacher over the years by heading the HEAT Individual Player Development Program. As an assistant coach, where he also served for three seasons as the head coach of the HEAT's summer league team, he worked tirelessly with many of Miami's young players in areas of skill development and shooting. This consistent emphasis of fundamentals and teaching, throughout his career, has helped Miami earn a reputation for having one of the best development programs in the NBA. It's one of the factors that led USA Basketball to choose him as the head coach of the 2020 USA Select Team that helped prepare the U.S. Senior National Team for the 2020 Olympic Games where they once again captured the gold medal. Spoelstra's journey with USA Basketball didn't end there, as he was named an Assistant Coach for the 2022-24 USA Men's National Team where he helped Head Coach Steve Kerr and the USA squad claim gold at the 2024 Summer Olympic Games in Paris.

In July 2009, Spoelstra embarked on what would be the first of four trips back to his native Philippines. In each of those trips, he has hosted basketball and coaches' clinics, promoted the importance of education, healthy living and wellness, while being able to reach close to 10,000 underprivileged youth through these efforts. In 2011, the nine-day program in Manila was the largest NBA FIT event ever hosted in Southeast Asia under the NBA Cares umbrella. During the summer of 2012, Spoelstra expanded this program to include the country of Singapore. Spoelstra's commitment to help grow the game of basketball globally also includes serving as head coach for Team World in the NBA Africa Game 2017 in Johannesburg, South Africa as part of Basketball Without Borders Africa in August 2017.

In 1992, he graduated from the University of Portland with a degree in communications. While attending Portland, Spoelstra was the starting point guard for four years and was named the West Coast Conference Freshman of the Year in 1989. Upon graduating, he spent two years as a player/coach for Tus Herten, a team in the professional sports league of Germany.

Raised in Portland, OR, Spoelstra, who was inducted into the Jesuit High School Athletic Hall of Fame in September 2009, is the first Asian/Filipino-American head coach in any of the major North American sports leagues. He is not the only member of his family to have a successful career in professional sports, his father, Jon Spoelstra, was a long-time NBA executive who guided the Portland Trail Blazers, Denver Nuggets, Buffalo Braves and New Jersey Nets and his grandfather, Watson, was a Detroit Tigers beat writer for many years.

In his free time, Spoelstra enjoys spending time with his children Santiago, Mattie and Ruby and their dog, Rosie.

ERIK SPOELSTRA HEAD COACHING RECORD

SEASON	TEAM	RECORD	FINISH	PLAYOFFS
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	Miami HEAT	[illegible]	[illegible]	[illegible]
[illegible]	Miami HEAT	[illegible]	[illegible]	[illegible]
[illegible]	Miami HEAT	46-20 .697	[illegible]	16-7 (.696)
[illegible]	Miami HEAT	66-16 .805	[illegible]	[illegible]
[illegible]	Miami HEAT	58-24 (.707)	[illegible]	13-7 (.650)
[illegible]	Miami HEAT	47-35 (.573)	[illegible]	[illegible]
[illegible]	Miami HEAT	[illegible]	[illegible]	2-3 (.400)
[illegible]	Miami HEAT	[illegible]	[illegible]	0-0 (.000)
[illegible]	Miami HEAT	43-39 (.524)	[illegible]	[illegible]
[illegible]	Miami HEAT	39-43 (.476)	[illegible]	0-0 (.000)
[illegible]	Miami HEAT	[illegible]	[illegible]	10-7 (.588)
[illegible]	Miami HEAT	40-42 (.488)	[illegible]	0-1 (.000)
[illegible]	Miami HEAT	51-29 (.638)	[illegible]	[illegible]
[illegible]	Miami HEAT	44-38 (.537)	[illegible]	11-10 (.524)
[illegible]	Miami HEAT	[illegible]	[illegible]	4-1 (.800)
TOTALS (16 Seasons)		**750-527 (.587)**		**110-78 (.585)**

ERIK SPOELSTRA COACH OF THE MONTH HONORS

MONTH	TEAM	RECORD
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	11-4 (.846)
[illegible]	[illegible]	[illegible]
[illegible]	Miami HEAT	[illegible]
[illegible]	Miami HEAT	[illegible]
[illegible]	Miami HEAT	[illegible]
[illegible]	Miami HEAT	[illegible]
[illegible]	Miami HEAT	10-5 (.667)
[illegible]	Miami HEAT	8-3 (.727)

PLAYOFF VICTORIES SINCE 2008-09

Miami HEAT	**110**
[illegible]	[illegible]
[illegible]	[illegible]
[illegible]	[illegible]

MOST PLAYOFF SERIES WON SINCE 2008-09

Miami HEAT	**23**
[illegible]	[illegible]
[illegible]	[illegible]
Los Angeles Lakers	14

HIGHEST POSTSEASON WINNING PERCENTAGES SINCE 2008-09

Team	Pct.	W	L
[illegible]	[illegible]	[illegible]	[illegible]
Miami HEAT	**.582**	**110**	**79**
[illegible]	[illegible]	[illegible]	[illegible]

HIGHEST POSTSEASON SERIES WINNING PERCENTAGES SINCE 2008-09

Team	Pct.	W	L
[illegible]	[illegible]	[illegible]	[illegible]
Los Angeles Lakers	[illegible]	[illegible]	[illegible]
Miami HEAT	**.676**	**23**	**11**
Boston Celtics	[illegible]	[illegible]	[illegible]

HIGHEST REGULAR SEASON WINNING PERCENTAGES SINCE 2008-09

Team	Pct.	W	L
[illegible]	[illegible]	[illegible]	[illegible]
Miami HEAT	**.587**	**750**	**527**
[illegible]	[illegible]	[illegible]	[illegible]

ASSISTANT COACHES

CHRIS QUINN
ASSOCIATE HEAD COACH

MALIK ALLEN
ASSISTANT COACH

CARON BUTLER
ASSISTANT COACH

OCTAVIO DE LA GRANA
ASSISTANT COACH

ERIC GLASS
ASSISTANT COACH

CAMILA CABELLO
X
BACARDÍ
BACARDI
BACARDÍ
SUPERIOR
DO WHAT
MOVES YOU

ASSISTANT COACHES

WAYNE ELLINGTON
ASSISTANT COACH

REMY NDIAYE
PLAYER DEVELOPMENT COACH

WES BROWN
HEAD ATHLETIC TRAINER

ROB FODOR
SHOOTING COACH
PLAYER DEVELOPMENT COACH

ERIC FORAN
HEAD STRENGTH & CONDITIONING COACH

KASIB POWELL
PLAYER DEVELOPMENT COACH

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ANDY ELISBURG
EXECUTIVE VICE PRESIDENT, BASKETBALL OPERATIONS/GENERAL MANAGER

Andy Elisburg enters his second season as Executive Vice President, Basketball Operations/General Manager. In this role he continues to assist CEO Nick Arison and President Pat Riley, III in the management of all aspects of the HEAT's basketball organization including salary cap administration, talent acquisition, league compliance and the day to day business of basketball operations.

He is a HEAT original, joining the franchise in its inaugural 1988 season. For the past 29 years, Elisburg has been working in basketball operations, and prior to his current post, he served 10 years as Senior Vice President/General Manager, playing an integral role in salary cap planning and basketball operations management, while overseeing the day-to-day operations at Kaseya Center.

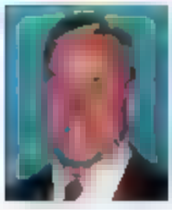
With the challenges and the complexities of dealing with the league's salary cap and luxury tax, Elisburg's knowledge and experience continues to be relied upon to build on the team's unprecedented success. The results of that success include three NBA Championships, seven Eastern Conference Championships, 23 postseason berths in the last 29 years, including a franchise-tying six-straight appearances from 2008-13, 16 Division Championships and the all-time most wins (1,316) in the NBA (the most in the Eastern Conference) since 1988.

During the off-season, Elisburg assists Riley in maneuvering through the framework of the salary cap and the luxury tax to transform the roster ensuring the HEAT maintains its status as one of the league's top teams. In one of the most anticipated off-seasons in NBA history, he played an integral role in the HEAT's successful summer of 2010. His knowledge and experience of the salary cap proved invaluable as he helped the HEAT re-sign Dwyane Wade and acquire perennial All-Stars LeBron James and Chris Bosh, as well as round out the roster with several key veteran free agent signings to bolster the team's depth throughout a four-year run in which Miami went to the Finals in each year and won two NBA Championships. In recent years, he has played a large role in the acquisitions of Kyle Lowry, Hassan Whiteside, Tyler Herro, Bam Adebayo, Kevin Love and Goran Dragic to help re-shape the HEAT. At the February trade deadline in 2008, Elisburg executed a trade to bring back franchise icon Dwyane Wade, a move which helped propel the HEAT into the

In addition to his role with the HEAT, Elisburg also works closely with VP, Basketball Operations, Assistant General Manager Adam Simon and VP, Player Personnel/Skyforce GM Eric Amaker in overseeing the basketball operations for the Skyforce. Since Elisburg played a major role in Miami and Sioux Falls fostering an exclusive partnership in years past, the Skyforce have captured the 2015 NBA G League championship, earned at least a share of eight division titles and compiled a 256-181 regular season record. Over the span of the NBA partnership, the 256 wins and .578 winning percentage recorded by the Skyforce are tied for second and third respectively in the G League.

department before becoming a public relations assistant at the end of the season. He has served in many different capacities, including Assistant Director of Public Relations, Director of Team Services and Information, Director of Team Operations, Vice President, Basketball Operations, Senior Vice President, Basketball Operations, Senior Vice President, Basketball Operations/Assistant General Manager and most recently, Senior Vice President/General Manager.

A native of Potomac, MD, Elisburg served an internship with the Washington Bullets in the summer of 1988 before coming to the HEAT. He holds a Bachelor's degree in sports administration from St. Thomas University, where he was inducted into the school's Athletic Hall of Fame in November of 2017. He was also honored by his alma mater in June of 2014 with the Alfie Gwynn Award, which goes to an alumnus, alumnus or friend that has made a significant contribution to their chosen profession. In 2012, he was presented with an honorary Doctor of Humane Letters at the St. Thomas University graduation ceremony at which he served as a key note speaker.



TIM DONOVAN
VICE PRESIDENT, SPORTS MEDIA RELATIONS

Entering his 25th year as Vice President, Sports Media Relations and 30th in the organization, Tim Donovan has seen his responsibilities expand each year and is charged with overseeing all aspects of the HEAT's Sports Media Relations efforts. He also works closely with the marketing, social media, broadcasting, business communications and social responsibility departments to help the organization create initiatives that maximize the team's position as one of the most fan-friendly in the South Florida community. In addition, Donovan will continue to travel with the HEAT as the primary media liaison as well as coordinating all media interviews for the massive amounts of media requests made each year. Under his direction, the HEAT Sports Media Relations staff received the 2017 Brad Alexander Award, which is given annually to the top PR staff in the league as voted on by the Professional Basketball Writers Association.

Donovan originally joined the HEAT as Assistant Director of Public Relations in 1995 after spending more than seven years with the New York Knicks. In January of 1997, he was elevated to Director of Sports Media Relations, a position he held for three and a half years before being promoted to his current position.

Donovan got his start in sports media relations in 1987 as an intern with the Knicks. He received a full-time position during New York's 1989 postseason and was named Public Relations Assistant in October of that year. By May of 1991, Donovan was Manager of Media Relations, serving as the chief liaison between the team and the New York area media.

A graduate of Rutgers University, Donovan lettered for four years on the Scarlet Knights lacrosse team and helped lead the team to a number six national ranking as a senior. He and his wife, Jessica, reside in Crescent Grove with their two dogs, Henry and

ALONZO MOURNING
VICE PRESIDENT, PLAYER PROGRAMS

Alonzo Mourning enters his 16th season as Vice President, Player Programs and 28th as a member of the HEAT organization in his role. Mourning is responsible to ensure the personal and professional development of HEAT players, while providing direct support and one-on-one mentoring. In addition, he represents the HEAT in various community and business endeavors.

After an NBA playing career that spanned 15 seasons and saw him appear in NBA Championships with the HEAT in 2006, seven All-Star berths and twice being named the

who had his number 33 retired by the HEAT in a ceremony on March 30, 2003. Mourning is all-time leader in blocked shots (1,875). He also ranks among the HEAT's all-time leaders in points scored (2nd), free throws made (2nd) and attempted (2nd), total rebounds (2nd), offensive rebounds (2nd), double-doubles (2nd), double-figure scoring efforts (2nd), minutes played (3rd), field goals made (3rd) and attempted (3rd), defensive rebounds (3rd), games played (3rd), starts (4th), field goal percentage (5th) and scor

(7th). Mourning is also Miami's all-time postseason leader in blocked shots (171) and ranks among the franchise's postseason leaders in free throws made (4th) and attempted (4th), games played (5th), 20-point games (5th), dunks (5th), points scored (6th), double-figure scoring efforts (6th), field goals made (6th), total rebounds (6th), defensive rebounds (6th), offensive rebounds (7th), minutes played (8th), starts (8th), double-doubles (8th) and field

who also captured a gold medal with the United

appeared in 838 games with the HEAT

records, 11 assists and 31.0 minutes, while shooting 52.7 percent from the floor. He finished his professional career with 14,331 points, 7,137 rebounds and 2,356 blocks. Ranks all-time in NBA history.

A perennial All-Star on the court, Mourning also works tirelessly for the citizens of South Florida through his charity, Mourning Family Foundation, to educate and create the opportunity for youth to

ADAM SIMON
VICE PRESIDENT, BASKETBALL OPERATIONS/ ASSISTANT GENERAL MANAGER

Adam Simon is entering his 10th season with the HEAT organization and his sixth in the role of VP, Basketball Operations/Assistant General Manager. In the current role, Simon assists HEAT Executive VP, Basketball Operations/General Manager Andy Elisburg in all areas of the HEAT's Basketball Operations department as well as continuing to oversee along with Sioux Falls Skyforce GM Eric Amaker the basketball operations

An Assistant GM for the HEAT, Simon works closely with Pat Riley and Andy Elisburg in all facets of player personnel. During his time with the HEAT, Simon has played an integral

Wade, Caron Butler, Udonis Haslem, Bam Adebayo, Tyler

Johnson, Kendrick Nunn, Max Strus, Duncan Robinson and Jimmy Butler

in his six seasons (2011-19) serving as the General Manager of the Skyforce, the team compiled a 318-192 (.624) overall record, captured at least a share of three divisional titles and made the postseason three times, capped by the historic 2014-15 season with the franchise's first NBA G League championship. The 318 wins were the second most in the G League over the six-year period and the .593 win percentage ranked fourth. As a result of the organization's success, Simon received the NBA G League's inaugural Executive of the Year award for the 2015-16 season as Sioux Falls enjoyed its finest season in franchise history in addition to capturing the G League championship, the Skyforce compiled a 40-10 (.800) record in the

the previous G League single-season record of 60 wins.

since the HEAT and Skyforce entered into an affiliate partnership, Miami has used Sioux Falls as a training ground for both players and coaches alike. Derrick Jones Jr., Rodney McGruder, Duncan Robinson and Tyler Johnson have all used their time at Sioux Falls to improve their skills and make key contributions to the HEAT. Each of the first three head coaches (Pat Delany, Phil Weber and Dan Craig) to guide the Skyforce since the partnership went on to

an NBA bench in the season after guiding the Skyforce, including Craig who returned to

after capturing G League coach of the year honors in 2015-16 while leading Sioux Falls to the G League championship.

In addition to his responsibilities with the HEAT and Skyforce, Simon has been a member of the selection committee for the USA Senior National Team which included the 2017 Americup and the 2019 World Cup qualifying teams. Simon has also participated in the NBA's Basketball without Borders program that visited Johannesburg, South Africa in both 2004 and 2017, Tel Aviv, Israel in 2017 and Belgrade, Serbia in 2018.

Simon has held a number of positions in the HEAT organization since

in 1993, as an intern in the video room under current HEAT coach Erik Spoelstra. The St.

University graduate has also served as VP, Player Personnel/Assistant GM/GM, Sioux Falls Skyforce (2012-19), Assistant GM/GM, Sioux Falls Skyforce (2011-18), HEAT director of player personnel (2009-11), director of college international scouting (2004-11), scout/director of college scouting (2003-04), scout (2002-03), scouting coordinator (2000-02), administrative assistant (1997-00) and basketball operations intern (1996-97) where he organized information for the NBA Draft which he has continued to do throughout his years with the HEAT.

CHET KAMMERER

SENIOR ADVISOR OF BASKETBALL OPERATIONS/ BASKETBALL

Chet Kammerer begins his 29th year with the HEAT and his seventh in the role of Senior Advisor of Basketball Operations. Basketball Kammerer, who spent the previous 14 seasons (2009-10 to 18) as Vice President, Player Personnel, continues to scout for the HEAT and serve as an advisor to President Pat Riley and Executive Vice President, Basketball Operations/General Manager Andy Elisburg as well as a daily sounding board for Head Coach Erik Spoelstra. After initially joining the organization as a scout in 1996, he was promoted to Director of Scouting (1998-99), appointed Director of College Scouting (1999-00) and then spent four seasons (2000-04) as the team's Director of Player Personnel.

Prior to joining the HEAT, Kammerer had a 30-year career in coaching and basketball administration in college, the NBA and international basketball. He was an assistant coach for the Los Angeles Lakers from 1992-94 and then served as head coach of the German Professional Basketball Team of Braunschweig, Germany. Kammerer also served as a head coach for 27 years on the collegiate level and compiled a remarkable 542-356 (.603) overall record which earned him induction into the NAIA Hall of Fame in 2000 and the Indiana Basketball Hall of Fame in 2009. He coached for 10 years at Grace and College and then for 7 seasons at Westmont College where his teams compiled a stunning 359-158 record (.694) in his honor, Westmont College dedicated the newly renovated court at Murdock Gym as Kammerer Court in a ceremony on December 13, 2014.

Kammerer lives in Redondo Beach, CA. He and his wife, Sherrill, have three grown children and the HEAT's current Director of NBA Scouting/Advance Scout, Shanda and Shanna, and eight grandchildren, Maverick, Mason, Hamilton, Cord, Ryder, Stetson, Natasha and Dane.

STEVE STOWE

VICE PRESIDENT, EXECUTIVE DIRECTOR, MIAMI HEAT CHARITABLE FUND

Entering his 24th season with the Miami HEAT, Steve Stowe is Vice President/Executive Director of the Miami HEAT Charitable Fund. Steve Stowe oversees the fundraising arm of the team, while working alongside the players and our fans to support their various philanthropic endeavors, including the Corporate Education Community Outreach Team Program and Pat Riley's military appreciation initiative, Home Strong. Additionally, he acts as a liaison between the board of directors and the rest of the organization.

Stowe's efforts have been instrumental in the HEAT's creative development and implementation of historic platforms and curricula that address societal issues and bridging the gap between law enforcement and the South Florida community. As a result of this, Stowe won the 2020 winner of the Jefferson Values of the Game Award by the NBA, which recognizes an individual's influence, dedication, and impact on everyone from their specialty, all in their community through the power of basketball.

Stowe organizes the annual Miami HEAT Family Festival, HEAT Golf Tournament and the HEAT Gala, [illegible] which have featured private performances from artists such as Ja Rule & The Game, Mary J. Blige, Rick Ross, Dennis Kennedy, Earth, Wind & Fire, Vanilla Ice, Tom Braxton, Boyz II Men, D Nice, En Vogue, The Doo Wop Project, The Temptations, and The Four Tops, Gladys Knight, Patti LaBelle, Jonathan Lidey, Exotic, The Jackson 5, and Michael [illegible].

Throughout his time leading the HEAT's charitable efforts and other unique team-driven events, his staff has provided the support of raising more than $25 million for local non-profit beneficiaries. Stowe joined the HEAT in 2000 as a member of the Community Affairs department, where he focused on social responsibility issues and NBA-related issues. Prior to [illegible] he HEAT, Stowe worked in the marketing department for the Florida Panthers (1994-1996-98). Prior to this, he was an Equity Trader, specializing in fundamental analysis of financial markets.

Stowe was elected to the Advisory Board at the University of Florida's Department of Sport Management, and was selected to be a founding member of the NBA Foundation Steering Committee. He is a Board of Director for the Dade Schools Athletic Foundation, the Miami Beach Police Athletic League, Voices for Children Foundation, and is an Executive Board of Director for Feeding South Florida and The Miami Center for Racial Justice. Stowe served in a leadership role for Support Surfside, a collaborative response organization that assisted the victims and survivors of the Champlain Towers collapse. Together with the Miami Foundation and other community partners, the support Surfside collaboration successfully raised over $5 million for relief efforts.

A 1995 graduate of the University of Florida with a Bachelor of Science degree in Business Administration, Stowe also earned a master's degree in Sports Management and a master's degree in Business Administration from Barry University. Among his awards are the [illegible] Barry University Distinguished Alumni Award and the 2024 Ronald McDonald House Charities of South Florida Twelve Good Men Honoree.

A native and resident of Miami Beach, he and his wife, Johanna, are the parents of Zayden, Zahara and Zia.

ERIC AMSLER

VICE PRESIDENT, PLAYER PERSONNEL/ GENERAL MANAGER, SIOUX FALLS SKYFORCE

Eric Amsler begins his 21st season with the HEAT and his [illegible] as Vice President, Player Personnel/General Manager, Sioux Falls Skyforce. Amsler oversees the scouting department for the HEAT and the gathering of all information on potential prospects (draft, professional and G League) he continues to assist Executive Vice President, Basketball Operations/General Manager Andy Elisburg and Vice President, Basketball Operations/Assistant General Manager Adam [illegible] on personnel matters when it comes to both the HEAT's NBA and Skyforce's G League rosters. Additionally, he will continue to scout domestically and internationally for future prospects.

During his four years as General Manager of the Skyforce, the team has a G League-high 44 wins, made one trip to the Western Conference Finals and two appearances in the Western Conference [illegible] finals. As a result of his organization's success, Amsler received the G League Executive of the Year Award for the 2023-24 season after the Skyforce advanced to the Western Conference Semifinals for the second straight season. In the past two seasons, the Skyforce has compiled a 63-42 (.600) overall record and had eight different players combine for 14 call-ups.

Over the past 20 years, Amsler has held numerous positions in the HEAT's basketball operations department after initially joining the franchise as an intern for the 2004-05 season. He has served as the Scouting and Information Coordinator (2005-07), Scouting and Player Personnel Associate (2007-08), Director of Scouting Operations (2008-09), Director of Scouting/Assistant Director of Player Personnel/Assistant General Manager, Sioux Falls Skyforce (2009-19) and finally Director, Player Personnel/General Manager, Sioux Falls Skyforce (2019-24), before his current promotion.

A two-sport athlete in basketball and football, Amsler graduated from Dickinson College [illegible].

Born and raised in Lancaster, PA, Amsler resides in the Jupiter Park with his wife, Veronica, and their three children, Gabriella, Sofia and Maximo.

UDONIS HASLEM

VICE PRESIDENT, BASKETBALL DEVELOPMENT

After a stellar 20-year NBA playing career spent entirely with the HEAT, Udonis Haslem remained in Miami as Vice President, Basketball Development prior to the 2021-22 season. In his current role, Haslem's responsibilities include working as a resource to the coaching staff, mentoring both HEAT and Skyforce players and representing the organization in the community and in [illegible] endeavors. Haslem also continues to maintain the [illegible] he helped establish in honor of his late father, as well as [illegible] other charitable efforts from his 19-year [illegible].

Haslem is the only three-time champion in NBA history to play at least 21 seasons all with the same team, was the embodiment of the HEAT organization during his 20-year playing career. He was universally respected for the toughness and passion which he brought every day both on and off the court. Each of the last seven years, he was a finalist for the NBA's prestigious Kareem Abdul-Jabbar Teammate of the Year Award.

Haslem is the HEAT all-time leader in total rebounds (offensive and defensive rebounds). He is the only undrafted player in NBA history to be a franchise all-time leader in rebounds. Additionally, his 7,941 career rebounds ranked 21st in the NBA modern-era (beginning in 1966-67) for rebounds by undrafted players behind only Hall of Famers Moses Malone (16,212) and Dan Majerle (9,482) and ahead of Brad Miller (6,795). Haslem led the HEAT in both total rebounds and defensive rebounds for five consecutive seasons from 2005-11 and in offensive rebounds and rebound average for four straight seasons from 2006-10. For his career, the Miami native appeared in 876 regular season games (501 starts) and averaged 7.4 points and 6.6 rebounds.

In addition to being Miami's all-time rebound leader, Haslem ranks among the franchise's all-time leaders in games played (2nd), games started (2nd), minutes played (2nd), field goals attempted (5th), double-doubles (5th), field goals made (6th), points scored (8th), field goal percentage (9th), double-figure scoring efforts (10th), free throws made (10th) and attempted (10th), points scored (8th), blocked shots (9th) and double-figure scoring efforts tied (9th). Additionally, his 349 postseason appearances are the most by an undrafted player in NBA history.

Off the court, he brought the same passion for helping his hometown as he brought every night on the court. In 2005, he established the Udonis Haslem Children's Foundation to help local kids in need and he constantly has supported many local families and individuals throughout the Miami area. His foundation's goal is to impact the world by addressing the socio-economic and mental health issues that plague inner cities by partnering with nonprofits and organizations to provide underserved access to services and opportunities to improve live[illegible].

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KEITH ASKINS

DIRECTOR OF COLLEGE AND PRO SCOUTING / ASSISTANT GENERAL MANAGER, SIOUX FALLS SKYFORCE

Keith Askins begins his 35th year as a member of the HEAT organization and his first in the role of Senior Director of College and Pro Scouting/Assistant General Manager, Sioux Falls Skyforce. For the past 8 seasons he has played an instrumental role overseeing all aspects of Miami's highly respected scouting department while working closely with V.P. Basketball Operations/Assistant GM Adam Simon, V.P. Player Personnel, Sioux Falls Skyforce GM Eric Amsler and former V.P. Player [illegible]

Askins first joined the scouting department in 2013 and served three seasons (2013-16) as Miami's Director of College and Pro Scouting. Prior to the 2016-17 season, he took on added responsibilities assisting with the operations of the HEAT's D-League affiliate, the Sioux Falls Skyforce and was promoted to Director of College and Pro Scouting/Assistant General Manager, Sioux Falls Skyforce, a role he held for eight seasons (2016-24) before being elevated to his current position.

After a productive nine-year playing career one spent entirely with Miami, Askins joined the HEAT coaching staff under Pat Riley as a volunteer assistant halfway through the 1999-00 season. The following season he was promoted to full time status and served as an Assistant Coach/Advance Scout for the HEAT for two seasons (2000-02) before moving to the bench full time beginning with the 2002-03 season. During his 14 years on the HEAT coaching staff, Askins worked extensively with the HEAT's forwards and his primary duties included the development of Miami's players both during the season and in the off-season.

Askins still ranks among Miami's all-time leaders in games played (6th), offensive rebounds (15th), total rebounds (17th), steals (19th), blocked shots (19th), three-point field goals made (21st) and attempted (21st), and minutes played (24th). Known for his aggressive play and long-range shooting, Askins served as a captain for the HEAT for four consecutive seasons from 1995-99 and captured the team's Leadership Award in both the 1994-95 and 1995-96 seasons.

Askins is also a former participant in the HEAT's TeamUp program, which promoted kids to become involved in community service, and was one of the team's most active community spokespersons during his career. In his free time, he enjoys golf, cigars, horseshoes and backcountry fishing.

A graduate of the University of Alabama, Askins resides in El Paso, TX with his wife and twin boys.

CHAD KAMMERER

DIRECTOR OF NBA SCOUTING/ADVANCE SCOUT

Chad Kammerer begins his 24th year with the Miami HEAT organization and his 12th as Director of NBA Scouting/Advance Scout. Among his responsibilities, Kammerer provides scouting reports and player evaluations to assist the HEAT coaching staff in their game preparations.

Prior to being elevated to his current role in September 2013, he had spent five seasons as an assistant coach on Erik Spoelstra's staff from 2008-13, assisting in the areas of game planning, scouting and player development. He has also served as an assistant coach for the HEAT's summer league team for six years.

Kammerer originally joined the organization on a part-time basis during the 2001-02 season and then spent six years as the HEAT's full-time advance scout from 2002-08 before moving to the bench.

Prior to joining the HEAT, Kammerer served as an assistant coach at Valparaiso University, the University of California at Los Angeles (UCLA), Concordia University (CA) and the [illegible]

Kammerer, the son of HEAT Senior Advisor of Basketball Operations, Basketball Chef Kammerer, was born in Indiana and raised in California. He graduated from Westmont College in 1990 and later went on to earn his master's degree at the University of Mississippi in 1994.

He resides in Michigan with his two children, Natasha and Chase.

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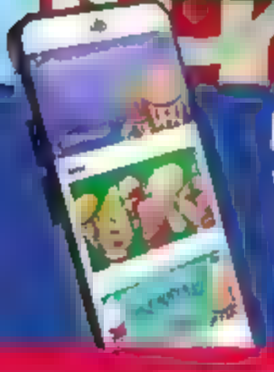

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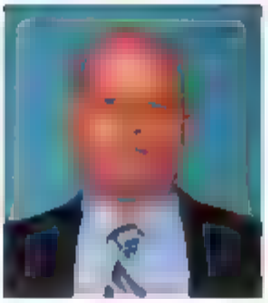

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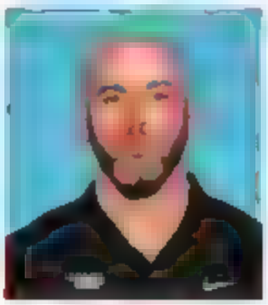

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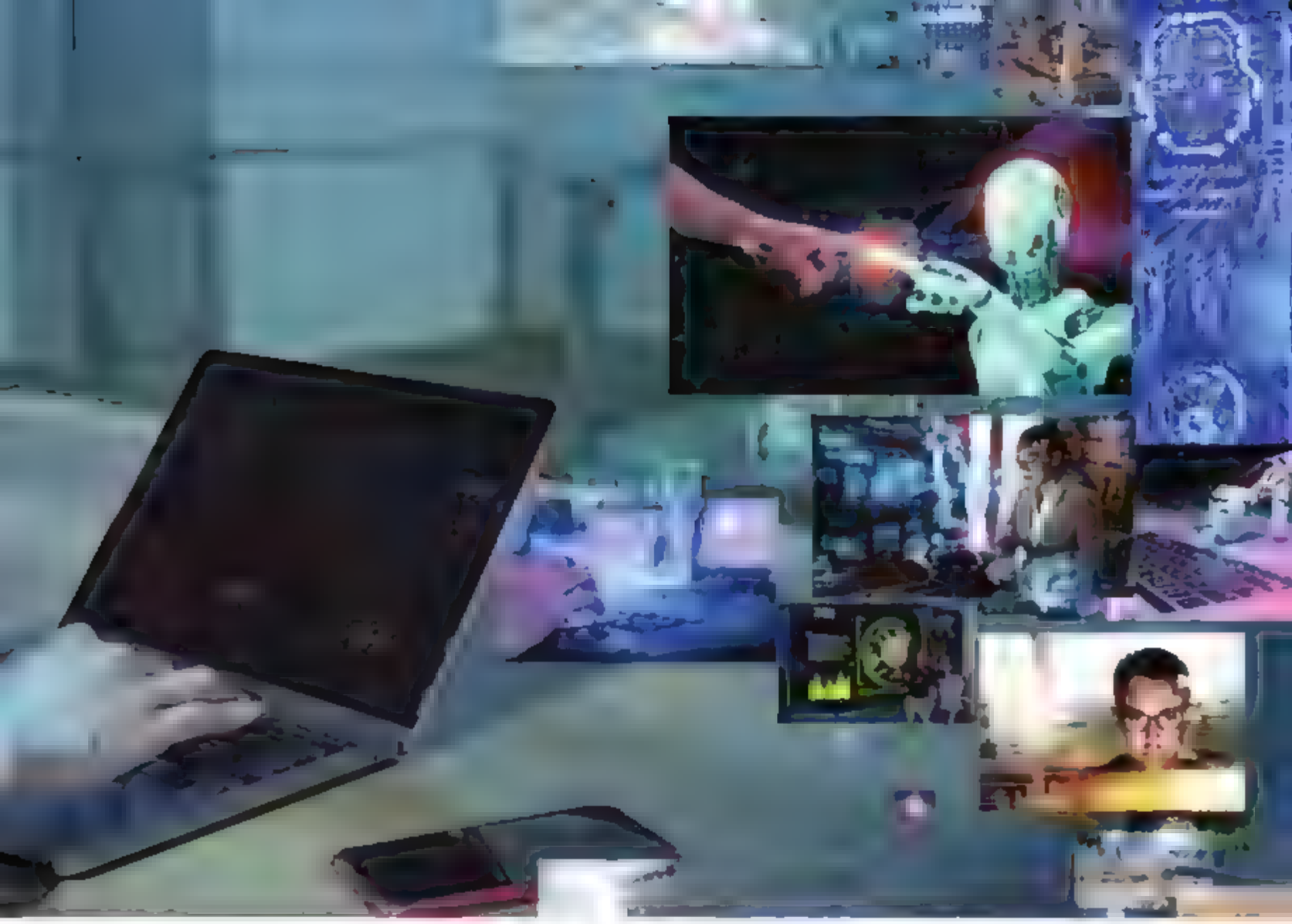

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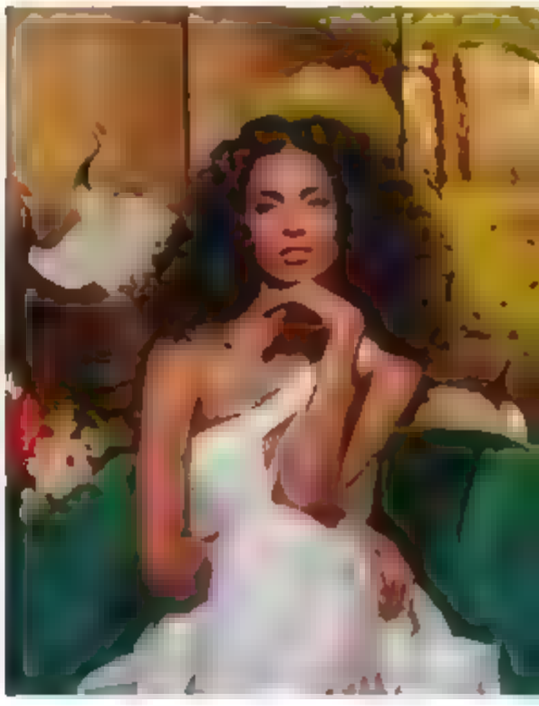

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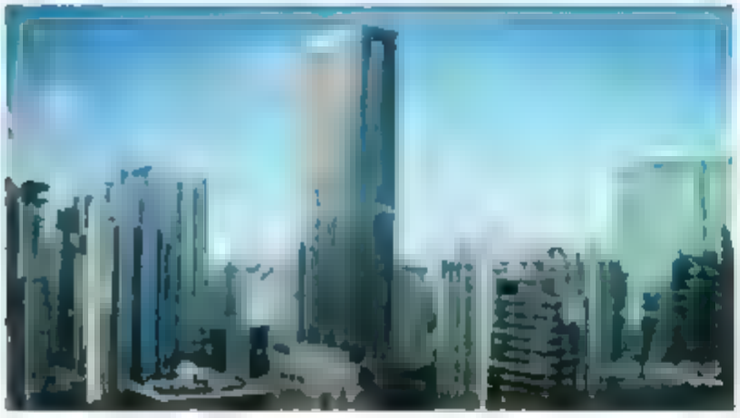

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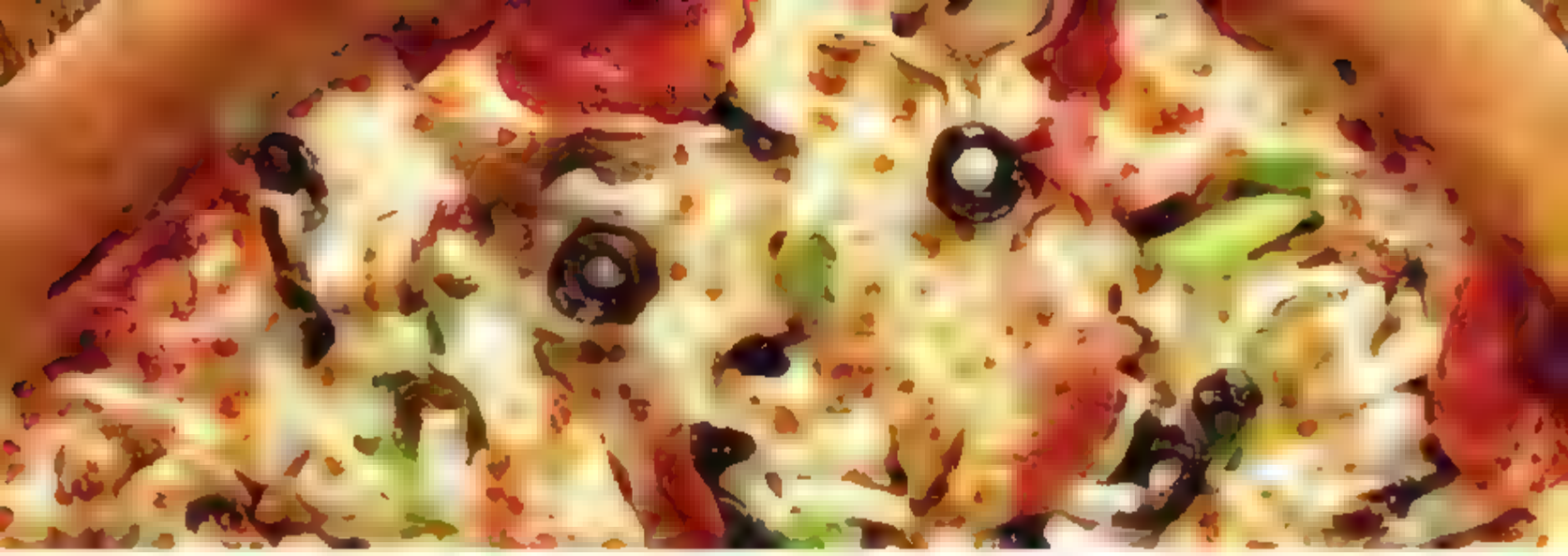

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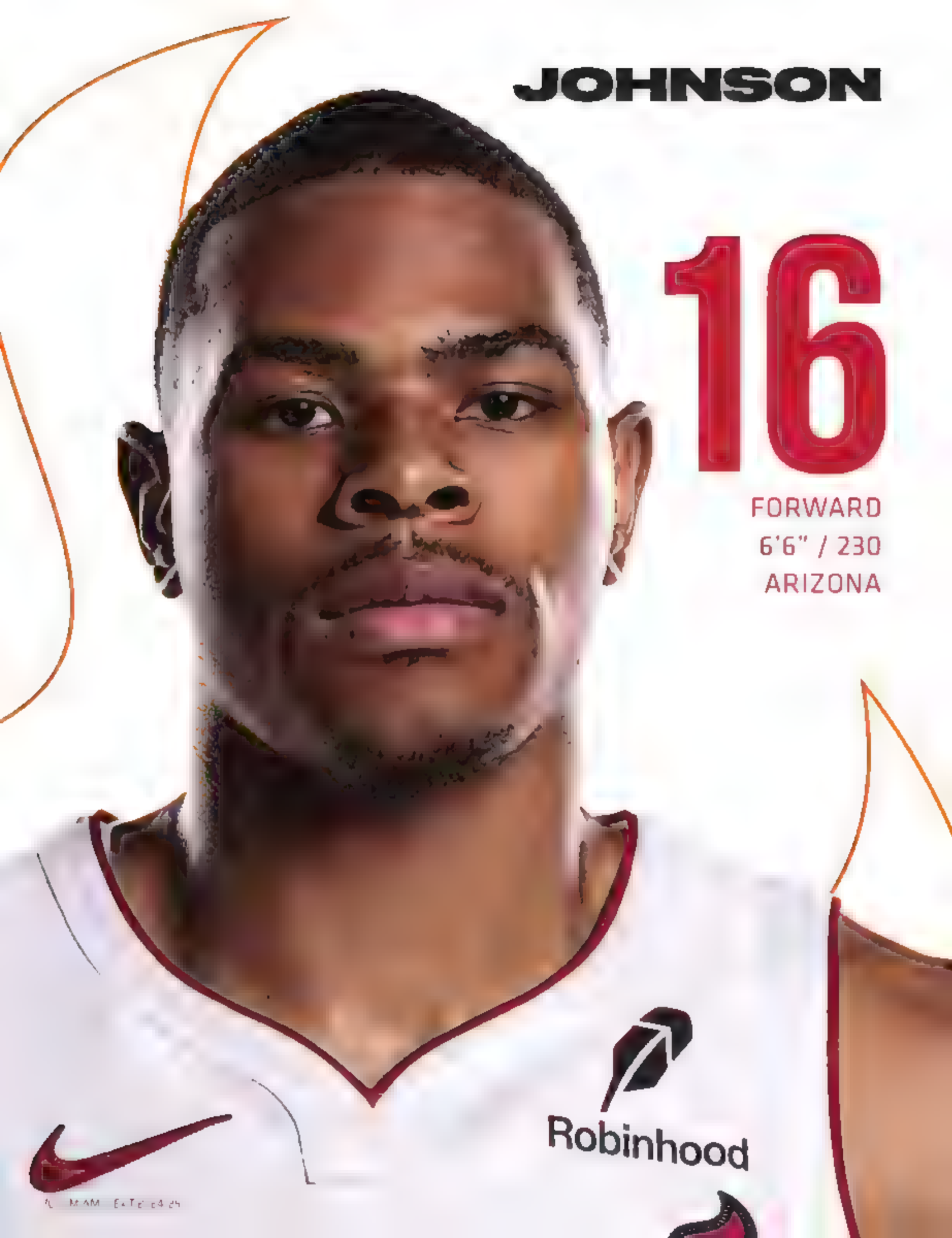
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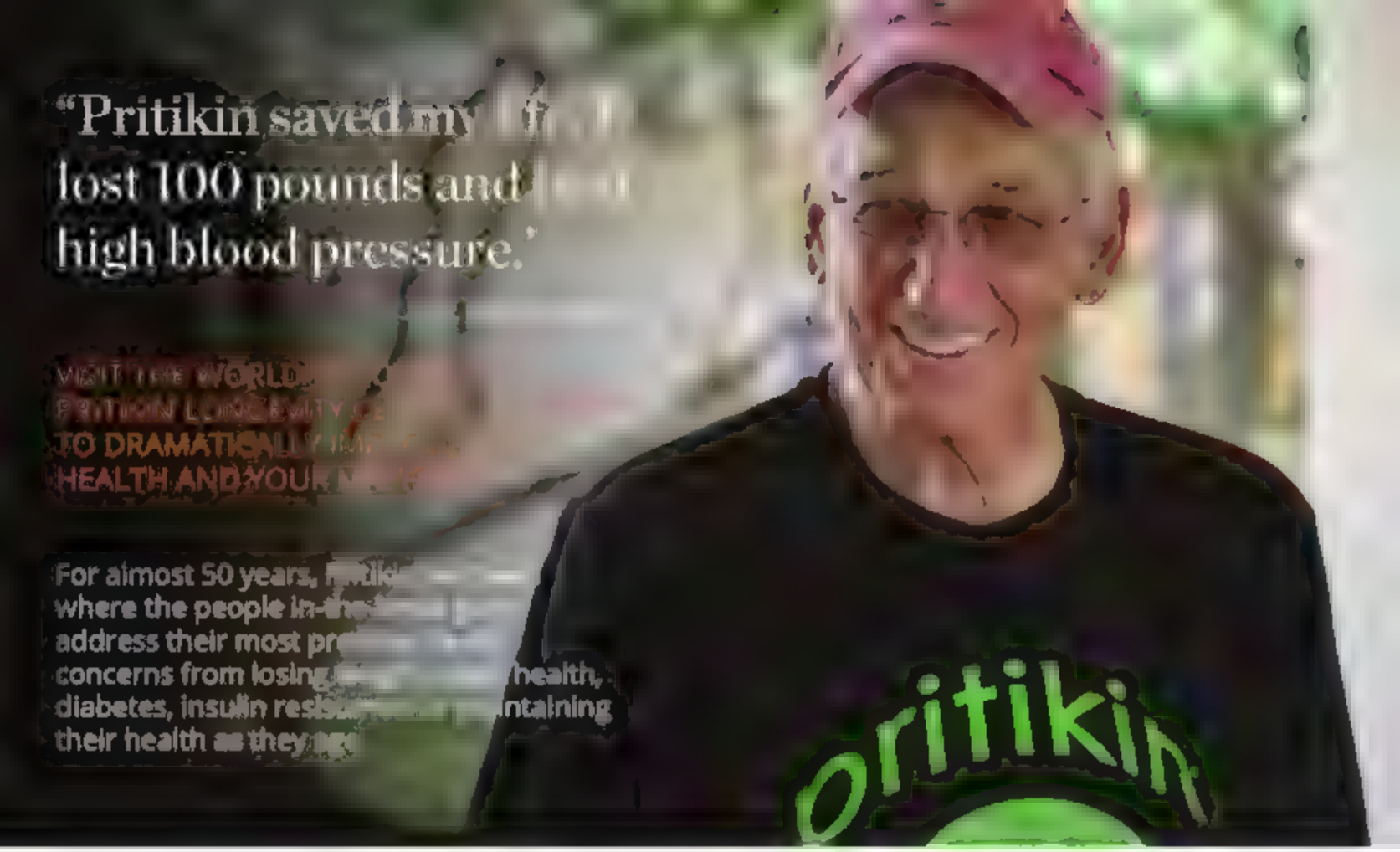

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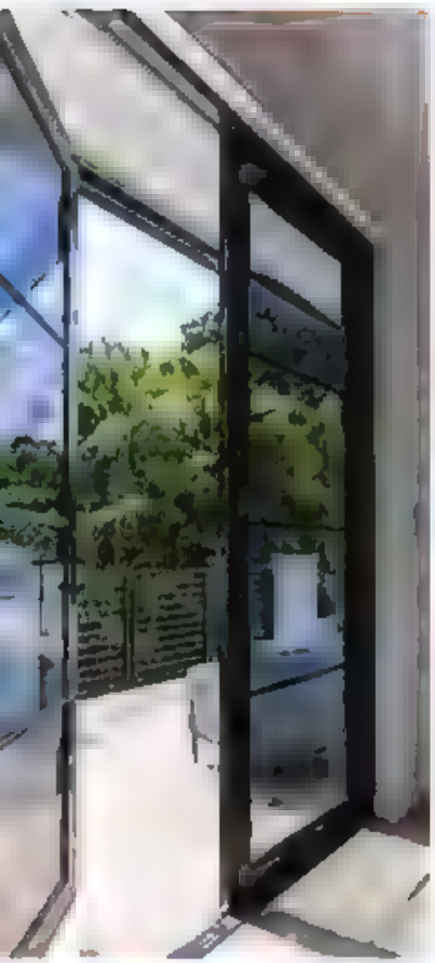

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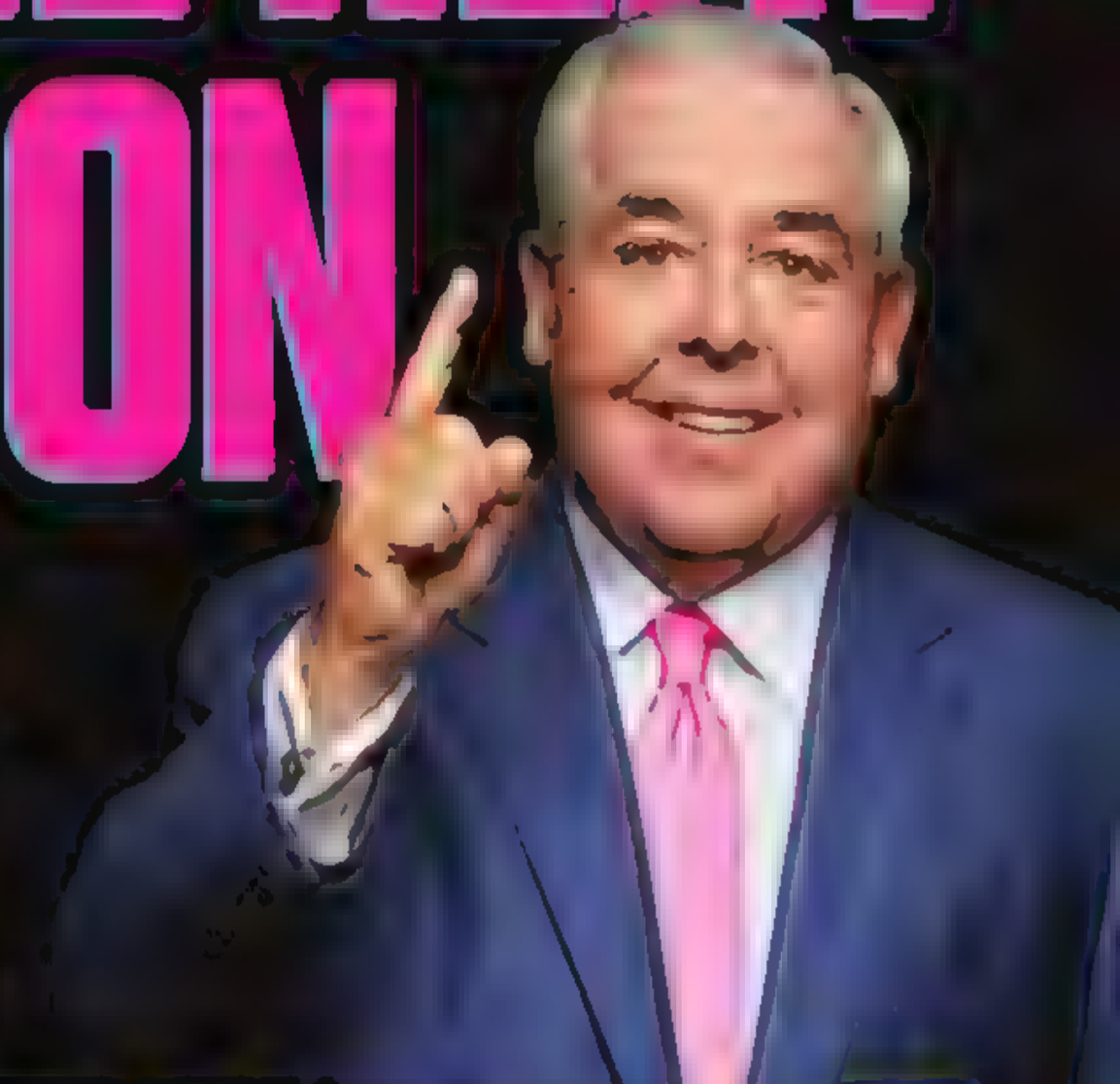

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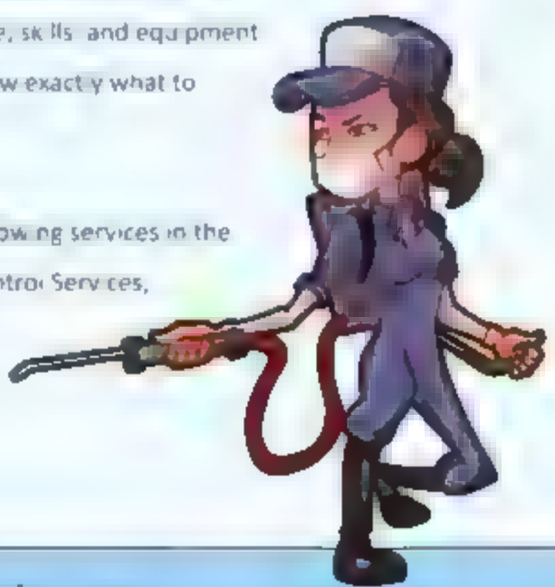

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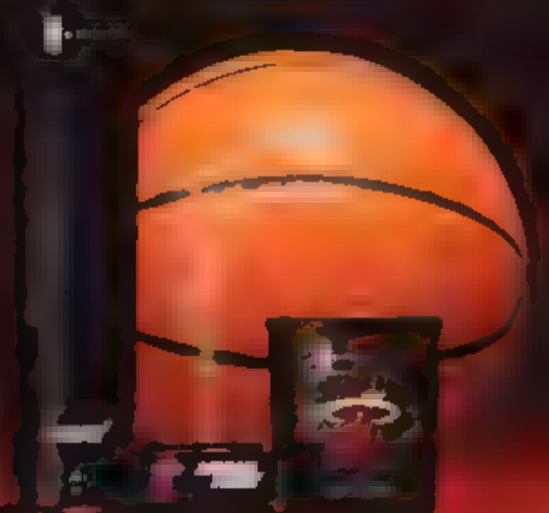

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www.vincecarter15.com

Check out Vince's Podcast every Wednesday,
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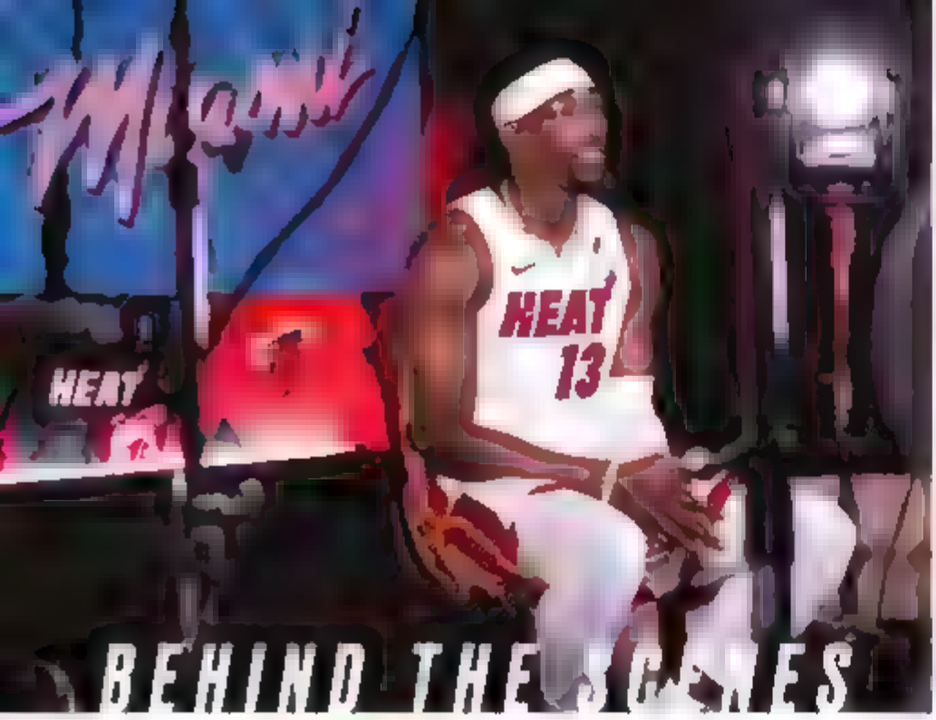
Miami
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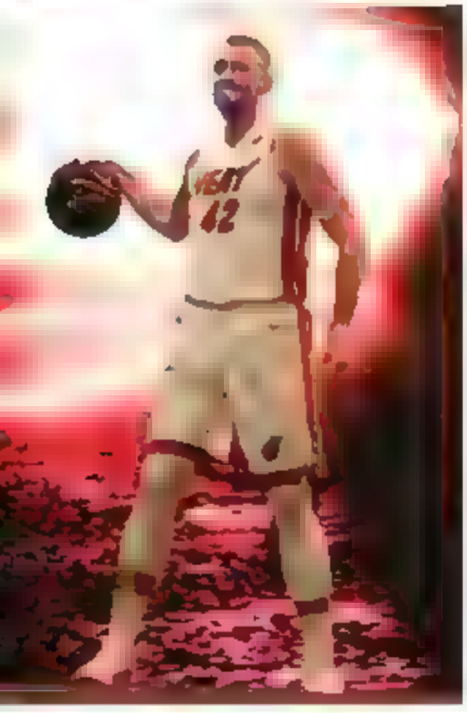
13
HEAT
BEHIND THE SCENES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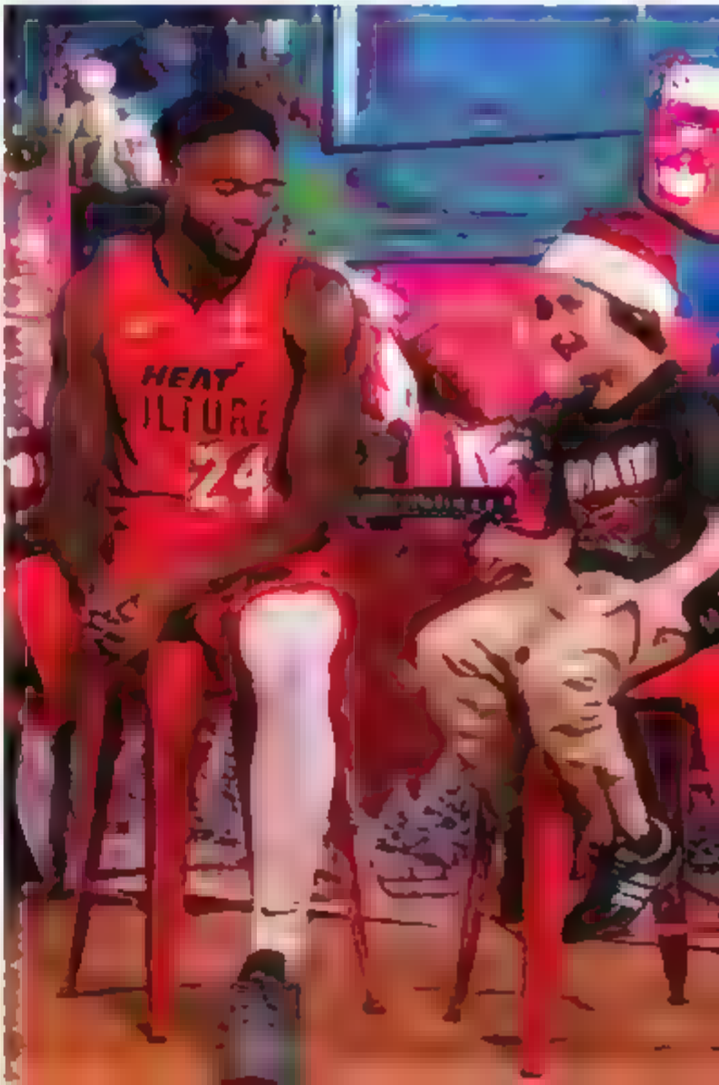
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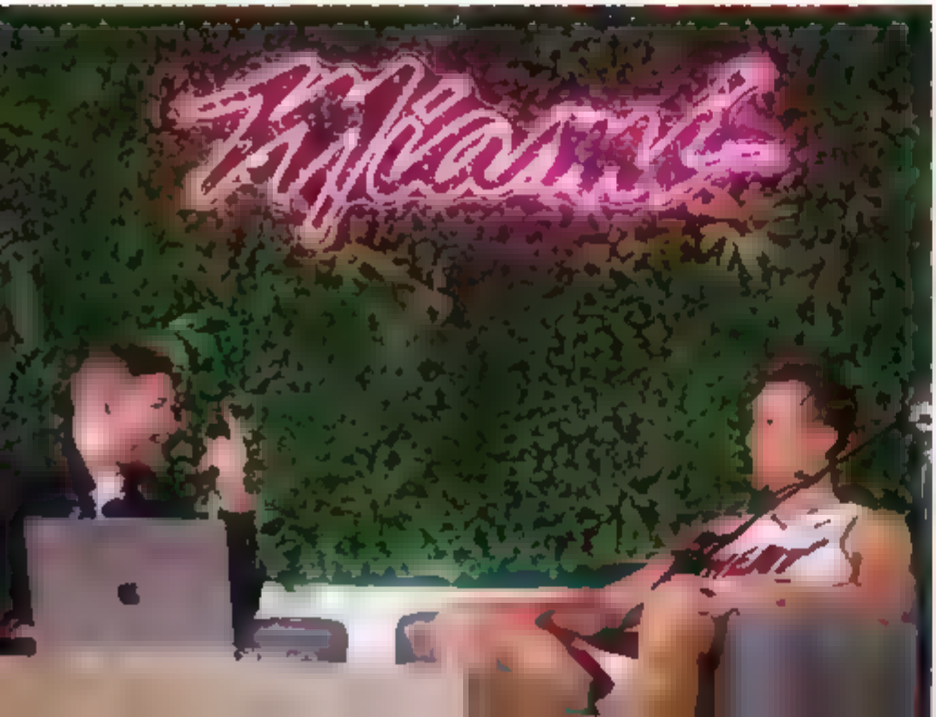
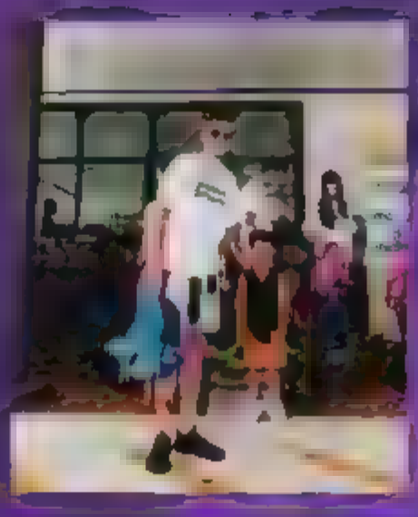

Miami
HEAT

T.HERRO FOUNDATION



EMPOWERING THE HERROS OF TOMORROW

THERROFOUNDATION

The T. Herro Foundation promotes physical play, wellness, and creativity through various initiatives that support at-risk youth in Tyler's hometown of Milwaukee, WI and in South Florida. Through consistent programming and events, THF continues to create impactful experiences for as many individuals as possible. One day, one step at a time, the T. Herro Foundation will work towards empowering and impacting the lives of tomorrow.

www.therrofoundation.org

BEHIND THE SCENES

HEAT
5

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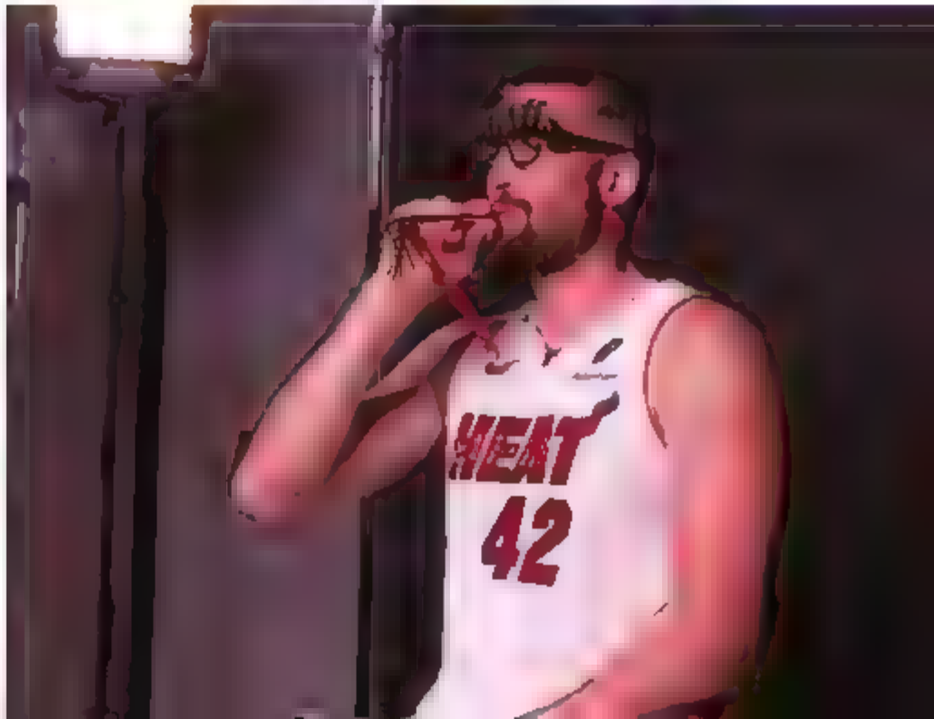
HEAT
42

OUR GOAL

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2021

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HEAT CULTURE
2024

BACK IN BLACK
2011-12

FLORIDIANS WHITE
2011-12

MIAMI RED
2012-13

WHITE HOT
2012-13

NAME COLLECTION
2013-14

WHITE TIE
2016-17

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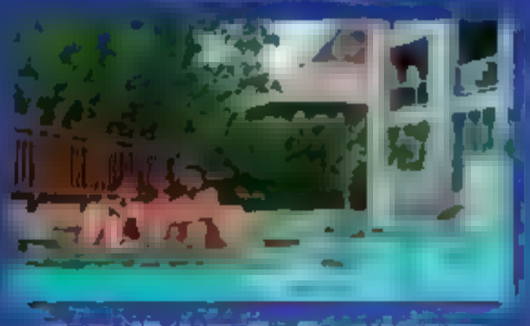

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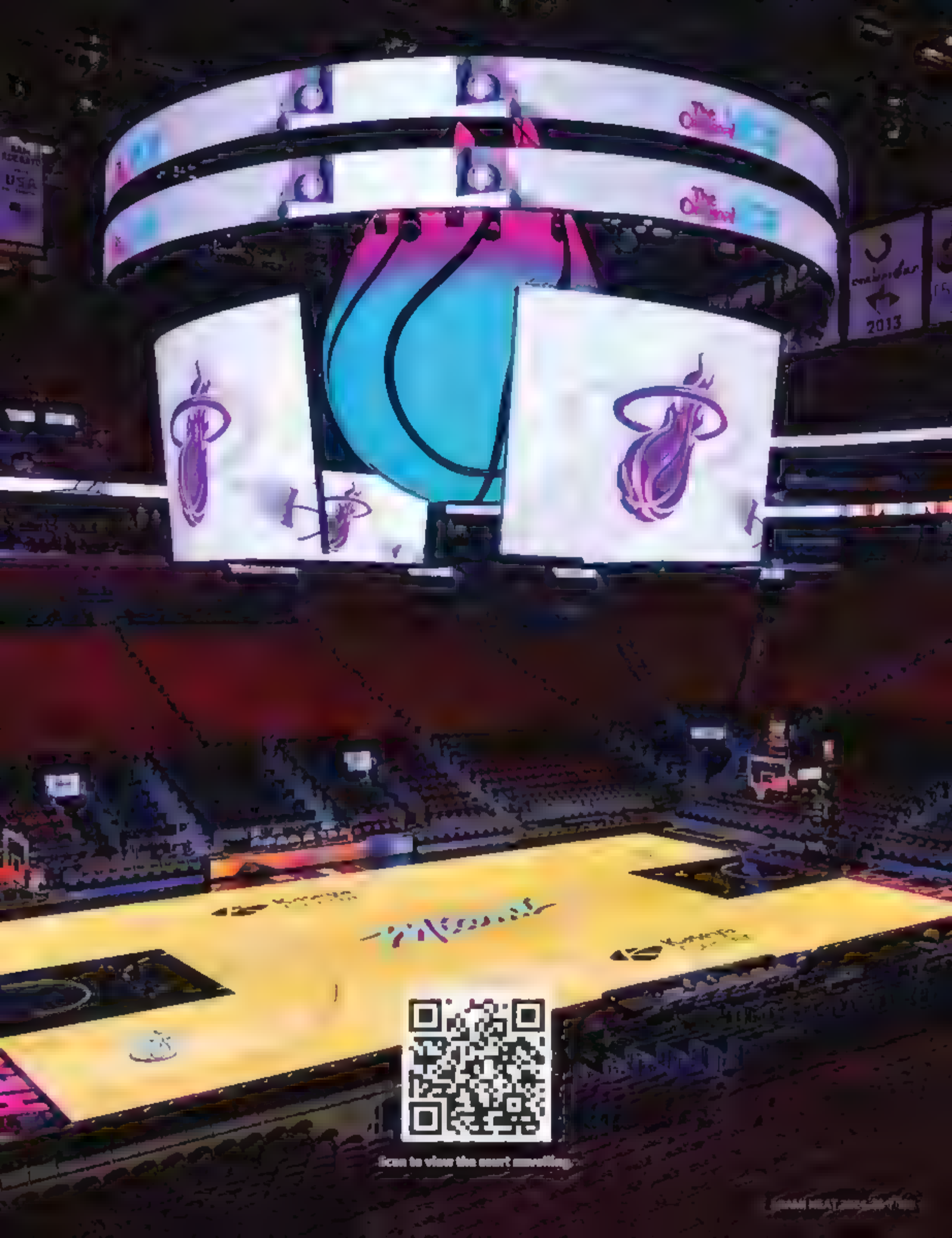
2013
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20 24
STATUE
CELEBRATION

HALL OF FAME
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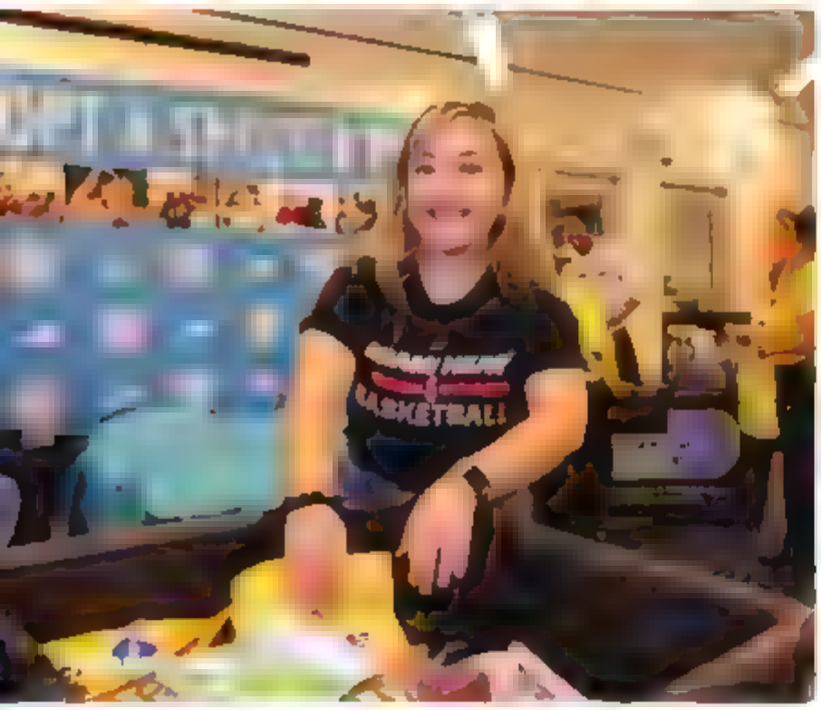

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HelpCureHD aims to help improve the quality of life for those affected by Huntington's Disease by contributing financial, emotional, and mental support while trying to find the cure.

THE PROBLEM

There is no cure for Huntington's Disease. Currently, there is a 50/50 chance a child could inherit the disease if a parent has HD in their family line.

There is a way to stop the gene from being passed on, through in vitro fertilization, or IVF. A procedure that implants embryos that do not have the HD gene can cost upwards of $25,000 - $30,000. This treatment is the only way parents who are at risk can guarantee their biological child will be HD-free.

OUR GOALS

- Provide the finances for families who are at risk and in financial need and are willing to undergo IVF in order to stop the HD gene from being passed on in their family line.
- Our broader focus is to continue developing partnerships with fertility clinics across the country and raising funds to help cover these costs for many more families.
- HelpCureHD has already awarded 116 families through its grant program, which means Huntington's Disease will be eradicated from dozens of family lines FOREVER. HCHD has welcomed dozens of healthy babies already born and many on the way.

HelpCureHD

helpcurehd.org

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